

3/27

NEW ENGLAND REGION



May 20, 1986

33 Harrison Avenue, Boston, Massachusetts 02111
Tel. (617) 426-1515

SOL C. CHAIKIN
PRESIDENT

RONALD ALMAN
VICE PRESIDENT-DIRECTOR

JAY MAZUR
SECRETARY-TREASURER

CONNECTICUT
MAINE
MASSACHUSETTS
NEW HAMPSHIRE
RHODE ISLAND
VERMONT

Mr. Arthur Osborn, President
Mass. AFL/CIO
8 Beacon Street
Boston, Ma. 02108


Dear Arthur:

I want to thank you for your kind words said on my behalf at the Histadrut Dinner held in my honor.

Your participation was very welcomed and helped to make the evening a success.

May this warm relationship continue to grow with our future efforts.

Fraternally,


Ronald Alman
Director

RA/jb

opeiu: 6
afl-cio



NEW ENGLAND *Israel Histadrut Committee*

An Affiliate of the National Committee for Labor Israel — Israel Histadrut Campaign, Inc.

25 HUNTINGTON AVENUE

ROOM 607

BOSTON, MA 02116

267-3572

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ALBERT SCHLOSSBERG, Chairman

Trade Union Division
ARTHUR R. OSBORN, President
RONALD M. ALMAN, Chairman

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MICHAEL LIPOF, Chairman

Labor Zionist Alliance
District 10
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JACOB RABINOVITZ, Co-Chairman

Pioneer Women
MARTHA COHEN

Regional Co-Chairmen
SAMUEL GURWITZ, Worcester
NICHOLAS ROUSSOS, Fall River

Director
LOUIS KANEGSON

Founder
*ALEXANDER SHAPIRO

*Deceased

May 9, 1986

*Refer to
Commensation
J.E.C.*

Dear Committee Member:

Please accept the sincere thanks of the New England Israel Histadrut Committee, and my own appreciation, for your important involvement and support of the dinner at which Ronald M. Alman, Director of the New England Region ILGWU, received the Trade Union Council for Israel Award, on Monday, April 28, 1986.

I believe the evening will remain a highlight in the memories of those who attended the dinner.


All proceeds of this successful event will be used to establish 10 non-sectarian perpetual scholarships in Ron's name in the Sol C. Chaikin International Ladies Garment Workers Union - Amal Center for the Galilee.

Thank you for your participation.

Cordially,

Louis Kanegson
LOUIS KANEGSON
N.E. Executive Director

LK:sg



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Blue Cross
Blue Shield
of Massachusetts



Labor Affairs Office
50 Salem Street
Lynnfield, Massachusetts 01940
617/956-3178
617/956-3169

May 12, 1986

Mr. Peter diCicco
President
IUE District II
335 Central Street
Saugus, MA 01906

Dear Peter:

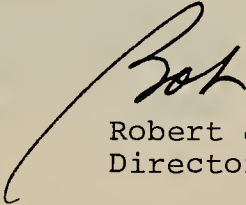
Thank you for your help last week concerning the malpractice insurance.

I am pleased to report to you that labor support, once again, turned the tables. Arthur Osborn circulated the attached letter to all State Representatives and lobbied the State House until the vote was taken. We prevailed . . . 107 to 43.

I am thoroughly convinced that without the support of labor, the outcome would have been entirely different.

Again, many thanks for your assistance.

Sincerely,



Robert J. Halloran
Director

RJH:ceh

CC: A. Osborn

**Blue Cross
Blue Shield**
of Massachusetts



Labor Affairs Office
50 Salem Street
Lynnfield, Massachusetts 01940
617/956-3178
617/956-3169

May 12, 1986

Mr. Peter diCicco
President
IUE District II
335 Central Street
Saugus, MA 01906

Dear Peter:

Thank you for your help last week concerning the malpractice insurance.

I am pleased to report to you that labor support, once again, turned the tables. Arthur Osborn circulated the attached letter to all State Representatives and lobbied the State House until the vote was taken. We prevailed . . . 107 to 43.

I am thoroughly convinced that without the support of labor, the outcome would have been entirely different.

Again, many thanks for your assistance.

Sincerely,

Robert J. Halloran
Director

RJH:ceh

CC: A. Osborn



100 Summer Street
Boston, MA 02110

May 7, 1986

17 Amendments

Massachusetts House of Representatives
State House
Boston, MA 02133

Dear Representative:

On various occasions I and other representatives of Blue Cross and Blue Shield have appeared before the Legislature on the issue of medical malpractice. Consistent with our efforts to strike a blend between tort reform and enhanced oversight of the quality of medical care, we strongly supported H. 5525 as it emerged from the Joint Legislative Committee on Insurance. An amendment has been prepared which is supported by the Massachusetts Medical Society. This amendment would turn the already difficult process of fashioning a solution to malpractice into another battle over balance billing of Blue Shield subscribers.

The Medical Society's amendment completely alters the participating/non-participating relationship of physicians to Blue Shield. It would totally unwind the near unanimous actions taken by the House and Senate to protect consumers from an estimated \$190 million for the year beginning July 1, 1986.

Section 37 of the current bill (H. 5612) provides a mechanism for increased malpractice costs to be passed on to Blue Shield subscribers. Section 38 provides a similar mechanism relative to Medicaid and Workers' Compensation.

The Medical Society's amendment regarding nonparticipating physicians has never been a part of the debate over malpractice and its implications have never been considered by the House. Today you will have before you an amendment which is intended to, and will, undo the previous good work of the Legislature. I urge you to reject it as inappropriate.

Sincerely,

John Larkin Thompson
President
Blue Shield of Massachusetts, Inc.

JLT:lg



MASSACHUSETTS /AFL-CIO

Voice of Organized Labor 400,000 Strong

May 6, 1986

PRESIDENT

ARTHUR R. OSBORN

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GEORGE J. O'BRIEN

RICHARD F. PICCUITO

RICHARD E. POST

JOHN F. SIMMONS

CHARLES E. THOMPSON

BARNEY WALSH

Dear Representative:

House 5612 - AN ACT RELATIVE TO MEDICAL MALPRACTICE, is coming up for debate on the House floor. The Massachusetts AFL-CIO is opposed to any amendment that would return the practice of balanced billing to the Commonwealth. A few years ago, the Massachusetts AFL-CIO, Secretary Paula Gold and other interested groups fought to prevent doctors from billing Blue Cross/Blue Shield member patients over and above the payments given from Blue Cross. We were successful in that endeavor with the help of members of the House of Representatives.

We are calling for your help again today. Under the proposed amendment, any person who is a Blue Cross/Blue Shield member and who goes to an unaffiliated doctor will be liable for costs over and above Blue Cross payments. The rationale for this amendment from its proponents is that the Blue Cross/Blue Shield payment rates are currently inadequate. The only problem is that the amendment does not address what may be a real concern on the part of the medical community. This amendment will impact on the working men and women of the Commonwealth - your constituents and mine. People who have medical needs should not be held hostage in a debate between doctors and Blue Cross over payment rates. I ask for your support in opposing any amendment on this issue of balanced billing.

Sincerely,

Arthur R. Osborn
President

opeiu-6
afl/cio

MASSACHUSETTS /AFL-CIO

8 Beacon Street, Boston, MA 02108

Telephone: (617) 227-8260

Amendment (Messrs. Creedon and Howarth)

H5525/H561

ROLL CALL 184 MASSACHUSETTS HOUSE OF REPRESENTATIVES

1986

YEAS N-V NAYS

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-Mr. Speaker---●
-Flaherty, C.F.●
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-Gibson-----●
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-Alexander, F.F.●
-Alexander, L.R. (Present)
●Ambler-----
-Angelo-----●
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-Blanchette-----●
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-Bolling-----●
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-Brownell-----●
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-Vallery-----●
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-Walsh-----●
-White, T.P.-----●
-White, W.P.-----●
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●Holland-----
●Pierce-----
-Mann-----●
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●Cahoon-----
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●Driscoll-----
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-Freema-----●
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●Healy-----
●Hicks-----
●Hornblower-----
●Howarth-----
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●MacGovern-----
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●Saltmarsh-----
-Switzler-----●
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-Torkildsen-----●
●Vernon-----

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Human Resources Development Institute

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS
386 PARK AVENUE SOUTH, ROOM 607, NEW YORK, NEW YORK 10016 (212) 725-5850

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May 9, 1986

Arthur R. Osborn, President
Massachusetts State AFL-CIO
8 Beacon Street 3rd Floor
Boston, MA 02108

Dear Brother Osborn:

Thank you for sending Frank Meyers, to represent the Massachusetts State AFL-CIO, at the "Northeast Regional JTPA/LABOR Conference", which was held on May 1, 1986, in Braintree, Massachusetts.

Frank's opening remarks set the tone for our conference, which was a successful one.

Once again my sincere thanks.

Fraternally,

Thomas A. Scotland

Thomas A. Scotland
Regional Coordinator

TAS/jmw

opeiu #2, afl-cio

cc: Frank Meyers

3/27
AFL-CIO
815 16TH ST NW RM 209
WASHINGTON DC 20006

 **Priority Letter**
western union

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ARTHUR OSBORN, PRES.
MASSACHUSETTS AFL-CIO
8 BEACON STREET
BOSTON, MA 02108

MAY 19, 1986

THE UNITED STEELWORKERS OF AMERICA IS SPONSORING ON SATURDAY, JUNE 21, "SAVE AMERICAN INDUSTRY AND JOBS DAY" WITH THE SUPPORT AND COOPERATION OF THE AFL-CIO AND A NUMBER OF AFFILIATES. THIS DAY IS DESIGNED AS PART OF A NATIONAL GRASSROOTS CONGRESSIONAL LOBBYING CAMPAIGN. A MAJOR SEGMENT OF THE PROGRAM WILL BE HELD IN WASHINGTON, DC AND BROADCAST VIA SATELLITE TO LOCAL RALLY SITES ALL OVER THE COUNTRY TO WHICH MEMBERS OF CONGRESS AND STATE-ELECTED OFFICIALS WILL BE INVITED.

WE HAVE AGREED TO GIVE PRESIDENT WILLIAMS AND THE USWA EVERY COOPERATION IN STAGING AND PROMOTING THIS EVENT AND I WOULD APPRECIATE YOUR COOPERATION AND ANY ASSISTANCE AND SUPPORT YOU ARE ABLE TO PROVIDE.

FRATERNALLY,

LANE KIRKLAND
AFL-CIO PRESIDENT

Blue Cross
of Massachusetts



100 Summer Street
Boston, MA 02110

*File Committee
J.E.C.*

May 8, 1986

To: Members of the Corporation
Blue Cross of Massachusetts, Inc.

From: David W. Frost, President

Enclosed is a copy of the minutes of the Annual Meeting of the Members of Blue Cross of Massachusetts, Inc., held at the office of the corporation 100 Summer Street, Boston, on Wednesday, March 12, 1986.

In addition to assuring the continuity of the corporation through the business conducted at the Annual Meeting, the Corporate Members are particularly helpful in setting corporate policy and direction through their attendance and comments at Regional Advisory Council meetings.

We appreciate your continuing interest and assistance.

Enclosure

Blue Cross of Massachusetts, Inc.

Annual Meeting of the Members

March 12, 1986

The annual meeting of the members of Blue Cross of Massachusetts, Inc. was held in accordance with law and its bylaws at the office of the corporation, 100 Summer Street, Boston, Massachusetts, on Wednesday, March 12, 1986, at 12:00 noon, pursuant to the notice sent to all of the members.

Mr. Palmer, the chairman of the board, presided over the meeting and Ms. Alukonis, the secretary, kept the minutes.

At the request of the chairman, Ms. Alukonis polled the meeting. There were 80 members present, either in person or by proxy, out of 98 members of the corporation. There was a quorum present. A list of the members present in person and by proxy is attached to these minutes.

A list of other persons present at the meeting is also attached.

The chairman thanked the corporate members, directors, and other invited guests for attending the meeting.

MINUTES OF THE MEETING

Mr. Palmer stated that the first business to come before the meeting was action on the minutes of the annual meeting of the members held on March 13, 1985, copies of which had been distributed to the members. He asked if there were any comments pertaining to the minutes. There being none, he declared them accepted as written.

NOMINATIONS

The chairman asked Walter P. Muther, the chairman of the Nominating Committee, to report on behalf of that committee.

Directors

Mr. Muther presented the committee's nominations for ten directors to serve for the ensuing three years, as follows:

James R. Bassett	President Old Colony Envelope Company, Westfield
E. Lorraine Baugh	President D. Baugh and Associates, Inc., Boston
Charles J. Beard	Practicing Attorney Boston
John E. Bishop	Professor Harvard Business School, Boston

Bernard M. Crosby	Controller and Treasurer The Republican Company, Springfield
Stephen C. Davenport	Tax Manager Darmody, Merlino & Co., Boston
James E. Dowd	Concord (Former President, Boston Stock Exchange)
Laurens MacLure	President New England Deaconess Hospital, Boston
Chester Messer, II	Senior Vice President - Administration Boston Gas Company, Boston
Albert C. Palmer	Stoneham (Former Vice President, New England Telephone Company)

Mr. Muther also presented the following nomination for a director to serve for the ensuing two years to fill a vacancy on the board:

Domenic DiPilato	Sub Regional Director Steelworkers Union, Worcester
------------------	--

The chairman asked if there were any other nominations. There being none, he declared the nominations to be closed. Upon motion duly made and seconded, it was unanimously

Voted: To elect the persons nominated to serve as directors, each to hold office for the term specified in his nomination and thereafter until a successor is elected and qualified.

Officers

Mr. Muther presented the following nominations for officers for the ensuing year:

Secretary	Judith A. Alukonis
Assistant Secretary	Mary T. O'Neill
Treasurer	Ernest Eramo, Jr.
Assistant Treasurer	Ronald L. Falls

The chairman asked if there were any further nominations. There being none, he declared the nominations to be closed. Upon motion duly made and seconded, it was unanimously

Voted: To elect the persons to the offices for which they were nominated, each to hold office until the next annual meeting of the members and thereafter until a successor is elected and qualified.

Corporate Members

The chairman stated that nominations were in order for the election of corporate members.

Subscribing Groups

Mr. Muther presented nominations for twenty-eight subscribing groups for the ensuing three years, as follows:

<u>Region</u>	<u>Name of Group</u>
(Three-year terms)	
<u>BOSTON</u> (Regional)	Interactive Data, Waltham Teradyne, Inc., Boston
<u>CENTRAL</u> (Worcester)	Collier-Keyworth, Gardner Conifer Group, Worcester Holy Cross College, Worcester Hyde Manufacturing, Southbridge
<u>EASTERN</u> (Brockton)	Alvin Hollis and Company, Inc., Weymouth Draper Brothers Company, Inc., Canton Jet Spray Corporation, Norwood The Stop and Shop Companies, Inc., Boston
<u>NORTH SHORE</u> (Peabody)	Eastern Savings Bank, Lynn Gordon College, Wenham Hansen Engineering & Machinery Co., Danvers North American Philips Lighting Corp., Lynn
<u>NORTHEASTERN</u> (North Andover)	Alpha Industries, Inc., Woburn Compugraphic Corporation, Wilmington Joan Fabrics Corporation, Lowell
<u>SOUTHEASTERN</u> (New Bedford)	City of New Bedford, New Bedford First Bristol County National Bank, Attleboro Frionor Norwegian Frozen Fish, New Bedford Whaling Manufacturing Company, Inc., Fall River
<u>SPECIAL ACCOUNTS</u>	City of Boston, Boston New England Telephone, Boston Painters' District Council #35, Dorchester
<u>WESTERN</u> (Springfield)	Big Y Foods, Springfield Community Savings Bank, Holyoke Mount Holyoke College, South Hadley William E. Wright Company, West Warren

The chairman asked if there were any further nominations. There being none, he declared the nominations to be closed. Upon motion duly made and seconded, it was unanimously

Voted: To elect the subscribing groups nominated to serve as members of the corporation for the terms specified in their nominations.

Non-Group Subscriber

Then, Mr. Muther nominated Otto A. Wahlrab from Rehoboth to serve as a corporate member for the ensuing three years to represent non-group subscribers.

The chairman asked if there were any further nominations. There being none, he declared the nominations to be closed. Upon motion duly made and seconded, it was unanimously

Voted: To elect Otto A. Wahlrab from Rehoboth to serve for the ensuing three years as a member of the corporation representing non-group subscribers.

Providers of Health Care

On behalf of the nominating committee, Mr. Muther nominated the following providers of health care for the ensuing three years.

Beverly Hospital
Beverly

Greenery Nursing Home
Brighton

The chairman asked if there were any further nominations. There being none, he declared the nominations to be closed. Upon motion duly made and seconded, it was unanimously

Voted: To elect the Beverly Hospital, Beverly, and the Greenery Nursing Home, Brighton, to serve for the ensuing three years as members of the corporation representing providers of health care.

Thanks to the Nominating Committee

The chairman thanked Mr. Muther for presenting the nominations and thanked all of the members of the nominating committee for their services in selecting the nominees on behalf of the corporation. Mr. Muther also thanked the other members of the nominating committee who are as follows: Peter W. Bertschmann, Thomas H. Conway, Jr., John T. Harlor, and James Murdoch.

RECOGNITION OF CORPORATE MEMBERS

The chairman expressed appreciation for the many contributions of the corporate members during the past year. The continued interest and support of the members are vital to the corporation including their comments and suggestions at Regional Advisory Council meeting which have been most helpful.

REPORT ON THE LATEST EXAMINATION BY THE DIVISION OF INSURANCE

Mr. Frost reported that the Division of Insurance has completed a triennial examination of Blue Cross of Massachusetts, Inc. for the three year period ending December 31, 1983. He called attention to an exhibit which was in each

folder containing the Division's Commentary on its examination and the response of Blue Cross of Massachusetts. The Examination's findings and conclusions were basically positive and contained few criticisms.

Mr. Frost advised that the Secretary had copies of the complete report of examination available if any member or director would like one.

REPORT OF THE TREASURER

The chairman called upon Ernest Eramo, Jr., the Treasurer, to present his report for the calendar year 1985. A copy of the Treasurer's Report is attached to the minutes of this meeting.

The chairman thanked Mr. Eramo for his report.

REPORT OF THE PRESIDENT

The chairman then asked the President, David W. Frost, to present his report to the members. A copy of the President's report is attached to the minutes of this meeting.

The chairman thanked Mr. Frost for his report.

There being no further business, the meeting adjourned at 2:00 p.m.

A true record.

Attest:

Judith A. Alukonis
Secretary

The following members of the corporation were present in person:

Associated Industries of Massachusetts

Walter P. Muther

State Labor Council, AFL-CIO

George E. Carpenter, Jr.

James F. Mulloney

Non-Group Subscriber

Otto A. Wahlrab, Rehoboth

Richmond B. Woodward, Taunton

Providers of Health Care

Choate-Symmes Health Services - Paul L. Downey

Lowell General Hospital - Robert A. Donovan

New England Medical Center - Jerome Grossman, M.D.

Subscribing Groups

Alpha Industries, Inc. - Howard Hall

Beverly Savings Bank - Peter A. Hersee

City of Boston - Jeanne Strain

City of Cambridge - Michael Gardner

Draper Brothers Company, Inc. - John H. Draper, III

Frionor Norwegian Frozen Fish - John R. Whittemore

Grossman's - Robert S. Goodman

High Voltage Engineering Corp. - Gordon R. Hamilton, Jr.

IBEW Local 2321 - Thomas H. Conway, Jr.

Massachusetts Bay Transportation Authority - Stephen R. Nagy

Multibank Financial Corporation - O. Frank Belanger

New England Telephone Company - John H. Cogswell

The Republican Company - Bernard M. Crosby

Rex-Cut Products, Inc. - Kenneth Totushek

Tambrands, Inc. - Michael Fitzgerald

The following members of the corporation were present by proxy running to David W. Frost and Judith A. Alukonis who were present:

Associated Industries of Massachusetts

Robert LaRosa

United Community Planning Corporation

Rose Daley

Non-Group Subscribers

George H. Blaisdell, Esq., Pittsfield

Subscribing Groups

Adage, Inc., Billerica - Sema Arakelian

Addison-Wesley Publishing Co., Reading - Lorraine J. Wassermann

Albert Steiger, Inc., Springfield - Allen Steiger

Bay State Gas Company, Canton - Thomas F. Welton

Town of Belmont, Belmont - Edwing R. Sparrow

BTU Engineering Corporation, North Billerica - Donald C. Masson

Building #19, Inc., Hingham - James Clarke
Child World, Inc., Avon - James R. Savage
Collier-Keyworth Company, Gardner - Donald E. Cragan
Colonial Gas, Inc., Lowell - Charles A. Cook
The Conifer/Essex Group, Inc., Worcester - John C. VanAken
Crane & Co., Inc., Dalton - Benjamin J. Sullivan
Crosby Valve & Gage Company, Wrentham - Kathleen M. Alvino
DeMoulas Supermarkets, Inc., Tewksbury - D. Harold Sullivan
Eastern Edison Company, Brockton - Alan K. Hamer
Eastern Savings Bank, Lynn - Stanley J. Lukowski
F. L. Roberts & Company, Inc., Springfield - A. Seth Roberts
Federal Reserve Bank of Boston, Boston - William McDonough
Fishery Products, Inc., Danvers - Joseph McDermott
Gordon College, Wenham - Kenneth Colby
Hansen Engineering & Machinery Co. Inc., Danvers - Frank D'Orio, Jr.
J. R. Sousa & Sons, Inc., Danvers - Timothy M. Barry
Joan Fabrics Corporation, Lowell - Robert Wallace
Kollmorgen Corporation, Northampton - Charles R. Gregory
L. G. Balfour Company, Inc., Attleboro - Richard L. Yale
L. S. Starrett Company, Athol - Roy V. Lake
Larson Tool & Stamping Co., Attleboro - Richard W. Cederberg
Lico, Inc., Bedford - Laurence P. Harrington
Lynn Area Chamber of Commerce, Lynn - John T. Sweeney
Malden Mills Industries, Inc., Lawrence - Michael Reeve
Millipore Corporation, Bedford - Francis W. Love
Morgan Construction Company, Worcester - Gavin D. Robertston
Morse Cutting Tool Division, Morse, Inc., New Bedford - Edward T. Waters
Mount Holyoke College, South Hadley - Lawrence E. Remillard
New Bedford Fishermen's Welfare Fund, New Bedford - Patricia A. Ferreira
North American Philips Lighting Corp., Lynn - John Corbett
Ocean Spray Cranberries, Inc., Plymouth - John H. Briggs
PRO Corporation, Florence - Robert F. Ulm
Puritan Clothing of Cape Cod, Hyannis - Milton L. Penn
Quaker Fabric Corporation, Fall River - Arthur Hall
City of Quincy, Quincy - Franklin Jay
Rand McNally & Company, Taunton - Donald V. Pickett
Reed Rolled Thread Die Co., Holden - Michael Durrell
Shaw's Supermarkets, Inc., East Bridgewater - Robert L. Eklund
Stop & Shop Companies, Inc., Boston - James B. Murdoch
S. W. Industries, Providence, Rhode Island - Janice B. Davis
TAD, Inc., Cambridge - Robert Ashton
Teamsters Local 526 Health & Welfare Fund, Fall River - Alfred Andrade
Teamsters Local 653, Brockton - Gerald F. Gross
Technical Aid Corporation, Newton - Vincent Santosuosso, Jr.
Titeflex Corporation, Springfield - Donald J. Meador
Trina, Inc., Fall River - Milton Souza
United States Trust Company, Boston - James V. Sidell
William E. Wright Co., West Warren - Anthony P. Sinkewich

The following persons were present from firms which are members of the corporation:

Associated Industries of Massachusetts - David Lidman
Greenery Nursing Home - Steven C. Adams

Eastern Savings Bank, Lynn - Louise Gaines
Museum of Fine Arts, Boston - Elliott Fox

Also present were the following invited guests:

Louis F. Alfano, M.D., Blue Shield of Massachusetts
Irwin Cohen, Peat, Marwick, Mitchell & Co.
Martha Frost, Ipswich
Kevin B. Harrington, Issues Management, Inc.
Stephen Hegarty, Massachusetts Hospital Association

The following directors and officers were present:

Albert C. Palmer, Chairman of the Board
E. Lorraine Baugh, Director
Bernard M. Crosby, Director
William E. McCollough, Director
Chester Messer, II, Director
David W. Frost, President and Director
Thomas L. Huston, Executive Vice President
Kenneth J. Cowan, Vice President-Finance and Chief Financial Officer
Edward J. Dailey, Esq., Vice President-General Counsel
Jacob Getson, Vice President-Health Programs Development
Colin A. MacGillivray, Vice President-Marketing
George H. Mitchell, Vice President-Personnel and General Services
Carol Nashe, Vice President-Public Affairs
Richard J. Rogen, Vice President-Benefits Administration
Jim M. Sleeth, Vice President-Staff Model HMO Operations
Emil J. Strug, Actuary
David F. Krol, Controller
Ernest Eramo, Jr., Treasurer
Ronald L. Falls, Assistant Treasurer
Judith A. Alukonis, Secretary
Mary T. O'Neill, Assistant Secretary

Also present were a number of Blue Cross and Blue Shield personnel.

TREASURER'S REPORT

BLUE CROSS ANNUAL MEETING OF CORPORATE MEMBERS

MARCH 12, 1986

Mr. Chairman,
Members of the Corporation,
Directors and Invited Guests:

Blue Cross operations for the year 1985 generated a net gain of \$30.3 million.

Despite growing competition, our total membership increased by 50,000 individuals and with modest rate increases, total premium for the year amounted to \$1.7 billion, an increase of 12% over the prior year. Our investment portfolio generated an additional \$31.5 million in income and after payment of \$1.6 billion of subscriber benefits and \$100 million in operating expenses, we were left with \$30.3 million in income which was transferred to reserves raising them to a level of \$127 million.

Often times the factor of large numbers makes it difficult for us to understand and appreciate what is really happening. Let me take a few minutes and bring some perspective to the numbers we are discussing.

\$ One billion in terms of one billion seconds represents a time period of almost 32 years. That's only 32 million seconds a year. One percent of \$ one billion is \$10 million, the potential impact if our financial plans are only slightly askew. Every working day, just for Blue Cross, about \$7 million flows into our bank accounts and like clockwork flows out of our bank accounts to pay benefits and expenses. For every \$1 in premium that we collected, 94 cents went to pay benefits and 6 cents went to pay operating expenses. Our operating reserves, significant in themselves at \$127 million, still only represent \$40 per member.

Ours is a large organization which walks a delicate financial line. Bigness does not promote financial stability, in fact, others tend to challenge its stability. On the one hand, regulators see our size and apparent substantial reserves indicating to them questionable need for rate adjustments. Yet the most severe financial drains on the corporation in recent years have been the losses incurred on our Non-Group and Medex line of business. Last year an inadequate rate increase was granted for our Medex line of business and no increase at all was granted for Non-Group.

If this were not bad enough with all of the local pressures for mandated Health Insurance Coverage, there is now congressional effort to eliminate our Federal Tax exemption. As with any hidden tax, we believe such an initiative to be ill-advised and have joined with our National Organizational Effort to preserve our tax exempt status. Such financial challenges are not always easy to deal with but it cannot be said that we certainly don't try.

As I mentioned previously, our investment portfolio generated \$31 million of income in 1985. In conjunction with the Board of Directors and the Investment Committee, we have continued to follow a conservative and reasonable course of investment actions which has resulted in a total return on our portfolio of about 11 percent. Although return is an important investment objective for us, safety of principal and liquidity are far more important. Our portfolio consists of top grade Corporate Bonds, Government Instruments, and, Short Term Commercial and Bank Investments. As a matter of policy, our investments exclude equities on the basis that such instruments carry far too much risk for a portfolio which really represents subscriber funds at the ready to pay subscriber claims.

Our internal operations continue to experience pressure to make administrative improvements, meet the needs of the customer, maintain a competitive position and, make changes that although costing money have the objective of generating a far greater reduction in claims expense which, in our opinion, is a good investment for our subscriber.

My comments today about the financial activities of the corporation have been brief; however, I would like to point out that you have been furnished an Annual Report which contains our Certified Financial Statements. In addition, while my comments have been limited to the Blue Cross operations you should realize that in conjunction with Blue Shield and our Government activities, our total combined operations resulted in the payment of \$4.2 billion in benefits during 1985.

As we look to the future, it is obvious that Blue Cross will continue to progress through a major business transition which in many respects will not be easy. Transition may be costly while at the same time inadequate rate relief may place unneeded pressures on financial resources. Through it all, our bottom line will continue to be the provision of financial stability, strength, long term survival, and, most of all, affordable health care options to the people of Massachusetts.

Respectfully submitted,
Ernest Eramo, Jr.
Treasurer

ANNUAL MEETING OF CORPORATE MEMBERS

BLUE CROSS OF MASSACHUSETTS

MARCH 12, 1986

REPORT OF THE PRESIDENT, DAVID W. FROST

Good afternoon and thank you for joining us as we report on Blue Cross' forty-eighth year of service to the citizens of Massachusetts.

If I were to choose one word to characterize the environment and the times, it would be change, the degree and rapidity of change. Change is reflected in our many new roles. For example, in addition to our traditional role of insurer, we are a direct provider of care through our HMOs. Our historical role of claims processor has been expanded to include benefit management through programs such as Master Health and Master Health Plus. The marketing of our products has also undergone fundamental changes as we have moved vigorously into the era of employee choice. The information needed to support our business has expanded from a file which was driven by a single subscriber contract to one which must be maintained for every member. The impact of these changes on our corporate activities has been profound.

FINANCE

Our steady recovery continued as we showed a net gain of just over \$30 million for the year. Revenues of \$1.7 billion from private business activities and \$1.4 billion from our role as intermediary for Medicare produced total activity of \$3.1 billion. Our reserves increased to \$127 million at the year end, the highest it has been in five years. However, while we welcome the improvement, we acknowledge that it represents only one month of claims and operating expenses. Just five years ago, our reserve of \$145 million represented 1.8 months in reserve which shows the erosive effect of rising costs and inflation. Reserve is a crucial measurement of corporate health and the essence of corporate stability. It is that which enables us to continue to fulfill our special role: insuring people who would otherwise not be able to avail themselves of coverage.

For 1986, our financial plan calls for a modest gain of \$12 million, but we have already begun to question whether this forecast may be overly optimistic. Our primary concern lies in the continuing losses we anticipate in our Medex and nongroup lines. In 1985, these two programs produced a loss of \$34 million and are likely to lose another \$36 million in 1986. These figures, alarming as they are, still do not include a \$15 million subsidy of nongroup which is built into group retentions.

In addition to the grim prospects for Medex and nongroup, we will need to invest substantial sums to improve certain areas of customer service which have suffered serious deterioration as the corporations have attempted to adjust to the many changes affecting our business. There are some long shadows of uncertainty cast over our 1986 financial picture.

MARKETING

It was an exceptionally good year in the marketing of our products, particularly in the traditional and managed care lines of business. This occurred despite the fact that we are experiencing the most intense competition ever, not only from commercial carriers, but from non-affiliated HMOs as well. Our marketing people accepted the challenge of all that competition and were successful in acquiring major new accounts, including Foster Grant, Foxboro Co., Raytheon's management, three Health & Welfare Funds, and nine colleges/universities. At the same time that we were acquiring new business, our rate of retention of existing accounts exceeded 99%, no mean feat for an organization which is the leader and the primary target of all competitors. In total, we had a 1985 net gain of 30,000 contracts and 65,000 members.

Continuing success in the market does not come easily nor by accident; it comes from having the right people marketing our products and the right people supporting them inside the organization. It comes from having the right mix of products such as our HMOs and our new managed care programs. It comes from having the ability to package and promote those programs effectively and in setting attractive prices for these products.

As we look to the future, we know that competition will continue to stiffen in 1986 and beyond. While the number of commercial carriers competing in health insurance is thinning out, those who remain are the very best and they are in it for keeps. The products they are developing are similar to ours which is not surprising since they have been well aware of our success and decided that our approach was worth emulating. Perhaps no other indicator demonstrates the volatility of the market as much as the phenomenal growth of Health Maintenance Organizations. While we have stimulated much of the growth ourselves, with entities in 18 locations, our competitors--the non-affiliated HMOs--have 12 entities operating in 48 locations. In 1981, when we were gingerly forecasting the prospects for HMO growth in Massachusetts, enrollment stood at 242,000 members. At year end 1985, 876,000 people are covered under HMOs, and it is expected that by year end 1986, there will be 1.1 million people covered. Our market share in HMO's is 28%, substantially under our overall share, a matter which is of great concern to us.

The overall marketing forecast for 1986 shows a modest gain of 3,000 contracts but even that will require unparalleled effort on the part of all of our marketing staff. We approach the challenge with a positive attitude, one which is justified by historical performance. We have met every challenge in the past because we understand the marketplace, we are able to interpret market trends, and we develop the right products to meet customer needs. The best example of this is the process which brought Master Health Plus from an experiment three years ago to a program which covered 456,000 people at the end of 1985 and will grow to nearly a million members by the end of 1986. While the temptation is great, we know we cannot rest on our laurels. We will need new products if we are to continue to outdistance our competitors, and we are determined to stay

at the head of the pack.

HEALTH MAINTENANCE ORGANIZATIONS

1985 was a mixed year for our HMO lines. While we continued to expand our HMO network, we suffered some growing pains in the process. First on the positive side. We opened new main centers of Medical East in Peabody and Framingham and started construction on a new main center in Methuen. Medical West continued to grow, and we completed expansion of the main center in Chicopee and the satellite in Springfield. Land was purchased for additional staff model satellites in Pembroke and Agawam. The capacity of our group practice partnership with Healthway was expanded with the opening of a new satellite in Raynham and with the Fallon Community Health Plan where construction of two satellites commenced. We opened the North Shore Health Plan, a hospital-based HMO involving six hospitals and their medical staffs. In the western part of the state, the Berkshire Health Plan which opened just a year before at the Berkshire Medical Center was expanded to include North Adams Regional Hospital and Fairview Hospital, making it possible for all members in Berkshire County to enjoy the option of enrolling in a Blue Cross Blue Shield affiliated HMO. Net growth in our HMO lines for 1985 was 42,045, a 21% growth rate, building our total to 244,000 members.

No discussion about HMO's would be complete without mentioning Senior Plan, one of the activities about which our organization can be most proud. We continue to set statewide and nationwide standards for managed care programs for the elderly, with more than 23,000 Medicare beneficiaries now enrolled in Blue Cross and Blue Shield Senior Plan and senior health HMO programs. Four HMOs, Medical East, Medical West, Healthway, and Fallon, comprising the original Senior Plan network, were joined by the Berkshire Health Plan and Montachusett Health Plan in providing senior health plan benefits to the elderly. The evolution of HMO based programs like Senior Plan is providing the national model for resolving the issue of caring for an increasingly aged population without imposing economic hardship or sacrificing the quality of care for the elderly. Blue Cross and Blue Shield were the first health insurers in America to contract with the Federal government to enroll beneficiaries in an HMO network and the first to conclusively demonstrate that the concept works. In addition to our initiatives with Senior Plan, four of our HMOs contract for Medicaid enrollees.

The sobering side of our HMO activities is that despite all our efforts, we only realized 50% of our projected growth and witnessed a slight decline in total market share in 1985. In three HMO locations, the membership shortfall was serious and resulted in unanticipated financial losses. We have just completed a thorough investigation of the underlying causes and are about to introduce changes which should improve the results dramatically. We will continue to monitor the results closely and make further changes if they are necessary.

The outlook for 1986 is for continued expansion of the HMO network, including main centers and satellites, but at a more cautious pace until we are satisfied that the membership and financial problems which we have encountered in certain areas have been addressed. We will improve our HMO systems and operations support capabilities. We forecast growth of 61,000 members in this line of business, bringing our total at year end 1986 to 306,000 members.

MEDICARE

The administration of Medicare presented a formidable challenge to Blue Cross in 1985, due to austere budget caps and the introduction of a new set of contractor evaluation criteria. This demanded dramatic and innovative solutions from our management team. They responded with energy and confidence, and with a sound business plan. Our goal was to provide the Federal government, the providers, and Medicare beneficiaries with full value and the best service possible within the established caps. Our bill processing unit costs were reduced by 60% through increased productivity and the increased use of electronic media. At the same time, we maintained satisfactory service levels to our providers and beneficiaries.

A big concern we have for the future is that there is nothing more that can be squeezed from the cost of administering these programs. Further cuts would begin to compromise the quality of the program and our ability to serve beneficiaries and providers effectively and we have advised Federal authorities of this reality.

CHAPTER 574

Another major activity for 1985 was our role, in conjunction with members of the health care coalition, in developing, writing, and promoting the enactment of Chapter 574. This effort was essential to maintain the stability of the hospital reimbursement system after the Medicare waiver was terminated. It was crucial because it preserved the basic elements of Chapter 372 for the private sector, included a financing mechanism for the uninsured, and prevented cost shifting from the government to the private sector. Chapter 574 also created a study commission to recommend legislation to define the health care system which will supplant Chapter 574 when it terminates in October, 1987.

PROGRESS REPORT ON UNRESOLVED ISSUES

At last year's annual meeting, I reported on three unresolved issues which Blue Cross would need to address during 1985. One of these about which I expressed deep concern was the corporation's deteriorating relationship with the Massachusetts Hospital Association and with a number of individual hospitals. Their animosity was triggered by our introduction of the new Master Health Plus program which imposed a \$25 deductible on routine medical care provided in the outpatient department of hospitals while the same services provided in a doctor's office would call for a patient payment of only \$5. It was the contention of the Massachusetts Hospital Association that we had failed to communicate adequately and that the benefit change violated the spirit of the contract we had negotiated with them. In retaliation, they announced their plans to oppose the merger of Blue Cross and Blue Shield and also to work to eliminate the Blue Cross payment differential. I said last year that one of the corporation's top priorities would be to improve the relationship between Blue Cross, the Massachusetts Hospital Association, and its member hospitals. I am pleased to report that the relationship has improved dramatically. In fact, the Master Health Plus program which created the problem in the first place has been purchased by 22 hospitals for their own employees. It is obvious that they understand the program better now and realize that it does not threaten them as they once thought. I credit the improvement to the conscientious effort of a lot of people both at Blue Cross and in the hospital industry and to the basic

good will that underlies our relationship. It has been a learning experience for all of us on the need to maintain effective communications with all of our customers.

A second unresolved issue which I discussed last year was the decision to separate from Dental Service of Massachusetts. After a relationship of 15 years which produced a highly successful organization, we concluded that irreconcilable differences made it necessary for the organizations to disengage. This was a painful and very difficult decision for both organizations. I stated last year that we would do everything possible to make it an amicable separation; that we would fulfill all our obligations and commitments to Dental Service, to our accounts, and to our subscribers. Simultaneously, we would begin to take the steps necessary for us to enter the market with our own portfolio of dental products. The disengagement is on schedule and is almost 90% complete, with the remaining activities to be phased out by the end of August. Our new product is on the market and is being offered to our accounts on renewal dates commencing March 1. I congratulate all of the members of the disengagement team, and those responsible for the development of the new Master Dental program, for carrying out a very difficult assignment in a professional way.

The final unresolved issue which I mentioned last year was the attempt to bring about the merger of Blue Cross and Blue Shield. While we are no closer today than we were a year ago from a legislative standpoint, Blue Cross and Blue Shield continue to operate on a very harmonious basis and are moving steadily towards administrative consolidation. This is illustrated by a recent decision to bring all of our private business claims processing together under a joint vice president and to assign the development of our new integrated claims system to another joint vice president. Our objective to bring about a full corporate merger is as strong as ever, but the task of getting the necessary legislative authority continues to present a formidable barrier. We have a very effective team representing us on legislative matters and they have performed well in preventing mandated benefits from being enacted in Massachusetts; we will look for similar results in their efforts to create a favorable legislative climate for merger.

So much for the unresolved issues of 1984 and how we resolved them. Now I will report on the unresolved problems of 1985 and expect that I will be able to stand before you in March of 1987 and report on the favorable resolution of those problems.

SERVICE TO CUSTOMERS

First and foremost is the deterioration in the service we provide to our customers in specific areas: telephone access, the production and distribution of identification cards, and in our seeming inability to solve certain claims problems. It is a frustration and an embarrassment to all the senior management of Blue Cross that we have inflicted these problems on our accounts and members. The cause is fundamental. An old processing system is inadequate and the massive conversion of our files from a contract basis to a members basis has caused major complications. But I know you are not interested in hearing about the reasons for the problem. What you want and demand are results from our organization. Let me assure you that correction of the service problems is the

number one priority for Blue Cross in 1986. The entire management team pledges that the problems will be resolved.

The second major problem area to be addressed in 1986 is the continuing financial dilemma of our most regulated lines. Earlier in this report I mentioned the losses suffered by the corporation from Medex and nongroup amounting to a projected \$21 million in 1986. In the past five years, the loss amounts to a staggering \$140 million, the equivalent of one whole month of reserves. It will be a difficult problem to solve. Any rate increase needed for these programs becomes the target of consumer activists, the elderly, and those who represent nongroup members. The public hearings on these rate filings are subjected to heavy political pressure. The rates, when and if they are finally approved, are invariably deficient and significantly delayed.

Our determination to solve the financial problems caused by Medex and nongroup may make it necessary for us to restrict benefit levels for Medex and for nongroup and to revise our underwriting guidelines. But the greatest and the most important need is to have adequate rates and to have them approved on a timely basis. We must make it clear to all concerned that our ability to carry out our special mission, our ability to provide adequate levels of insurance for high risk people depends on our financial well being.

The third area which will demand special attention in 1986 concerns the disappointing marketing and financial results in certain HMOs, particularly Medical East. The comprehensive review of the underlying problems which was just completed pointed to a number of important changes, most of which have already been implemented. We expect improved results in 1986.

I will be reporting on all of these activities at the annual meeting in 1987.

I want to comment briefly on a few other major issues we will be working on in 1986.

We will direct our energies to assure that the new health system that emerges beyond Chapter 372 has the proper blend of regulation and competition to enable us to continue to offer a wide array of products, competitively priced, to as broad a cross section of the population as is possible. This will require action on many fronts. Our senior management team is already working on our future contracting policy and the underlying reimbursement methodology as well as our proposed cost containment agenda for the years ahead. All of us agree that the future will be vastly different from the past. We will never again have a single contract applicable to all hospitals in Massachusetts. The new mechanisms will have to be developed and ready for implementation by the end of this year which will pose a great challenge to our staff.

While our contracting relationship with providers is changing rapidly, so are the needs of our customers. The life cycle of our products is very short now. Master Medical was our primary product for 20 years and served us well. By comparison, Master Health was developed to meet customer needs in the Worcester area and lasted only one year before it was replaced by Master Health Plus. We have always been the leaders in product design as demonstrated by the fact that our products are emulated by our competition. It is our plan to keep it that way. We are already designing the next generation of products to meet the needs of our accounts and our subscribers.

Another major effort to be launched in 1986 is the development a new state-of-the-art administrative support systems to meet our customer requirements and to enable us to operate effectively and economically in the increasingly complex business environment in which we exist.

I conclude with a final set of reflections. 1985 is history. Despite some disappointments, it was a good year, whether viewed from overall results or from the standpoint of how we are preparing for the future. 1986 poses many challenges but we have reason to be optimistic. We have a dedicated staff, a strong Board, and a supportive corporate membership.

Our corporate philosophy is sound, and we are very proud of our accomplishments, very confident of our future, and very grateful for your continuing support.

5/28/86

Blue Shield
of Massachusetts



100 Summer Street
Boston, Massachusetts 02110
617/956-3400

C

John Larkin Thompson
President

May 23, 1986

Mr. Arthur Osborn, President
Massachusetts Council of AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

I wanted to thank you for your extraordinary help during the recent argument in House over medical malpractice. The Medical Society's amendment to the Blue Shield Enabling Act was drafted in such a way that it would have done an enormous disservice to our subscribers. Many thanks for your help.

Very truly yours,

John Larkin Thompson

JLT:10

C

Murray H. Finley
Edward T. Hanley
Kenneth T. Blaylock
William H. Wynn
Joyce D. Miller
James E. Hatfield
Vincent R. Sombrotto
Marvin J. Boede
John T. Joyce
Larry L. Dugan, Jr.
Gene Upshaw

® 1995 by the American Psychological Association

Please Return by: May 29, 1986

RESEARCH DIRECTOR'S DINNER MEETING, June 4, 1986

I WILL ATTEND _____

I WILL NOT ATTEND _____

I WILL BRING _____ GUESTS

TRANSPORTATION/DINNER

YES _____ NUMBER _____

NO _____

Check enclosed (@ \$25.00 per person) in amount of \$_____
(Check payable to Secretary-Treasurer, AFL-CIO)

NAME _____

ORGANIZATION _____

LABOR RESEARCH ADVISORY COUNCIL MEETINGS

Tuesday, Wednesday and Thursday, June 3, 4 & 5, 1986

Frances Perkins Department of Labor Building

Tuesday, June 3 (Room N-5437)

- 9:30 a.m. Committee on Employment Structure and Analysis
- 1:30 p.m. Committee on Productivity, Technology and Economic Growth and the
 Committee on Foreign Labor Statistics

Wednesday, June 4 (Room N-3437)

- 9:30 a.m. Committee on Prices and Living Conditions
- 1:30 p.m. Committee on Occupational Safety and Health Statistics
- 5:30 p.m. Reception and Dinner, George Meany Center for Labor Studies
 Banquet Room 1.

Thursday, June 5 (Room N-3437)

- 9:30 a.m. Committee on Wages and Industrial Relations

**NOTE: All Meetings will be held in the Frances Perkins Department of Labor Building,
200 Constitution Avenue, N.W., Washington, D.C. (Please check above for room #)**

5727



The Commonwealth of Massachusetts
House of Representatives
State House, Boston 02133

RICHARD T. MOORE
REPRESENTATIVE

OFFICE PHONE
722-2692

WILLIAM C. STOCK
ADMINISTRATIVE ASSISTANT

Committees:

State Administration
Public Safety

Blackstone River and
Canal Commission, Chairman
Tax Reform Commission

May 20, 1986

Mr. John Bacon, President
Boston Gas Company
One Beacon Street
Boston, MA 02108

Dear Mr. Bacon:

I want to express my sincere concern with the decision by the Boston Gas Company to award a contract for sandblasting and repainting to liquified natural gas tanks to a non-union, out-of-state contractor. This does not appear to be consistent with a company which has tried to foster an image of being a good corporate citizen of Massachusetts.

Union contractors have a strong commitment to employ area residents including women and minorities. Union apprentice programs provide opportunities for young people of our state to become skilled tradesmen and productive citizens. Massachusetts residents who are paying your bills are entitled to expect that public utilities will offer a fair and decent standard of living to residents of our state and to Massachusetts companies which employ them.

I would urge you to reconsider the Company position with regard to the contract award. The corporate image of Boston Gas will, otherwise, be certainly damaged far more than any possible financial savings that might have been achieved by hiring an out of state, non-union contractor.

I would welcome your views on this matter, and would hope that corrective action could be taken.

Sincerely,

A handwritten signature in cursive script that reads "Richard T. Moore".

RICHARD T. MOORE
State Representative

/as

Mr. John Bacon
May 20, 1986
Page Two

cc. Painters and Allied Trades
Massachusetts AFL/CIO
Massachusetts Building Trades Council
Building and Construction Trades Council of the Metropolitan District
Greater Boston Labor Council, AFL-CIO



LOCAL P-9

United Food and Commercial Workers

316 NE 4th Avenue • Austin, Minnesota 55912



President (507) 433-9320
Business Agent (507) 433-4100
Financial Secretary (507) 433-3985

Dear Brothers and Sisters:

Imagine a scene where squads of police charge into a crowd of peaceful demonstrators outside a factory gate, brutally wrestle individuals to the ground and drag them away to police vans. Then, following numerous such arrests, the police fire tear gas into the crowd. As demonstrators flee the scene, many are pursued, punched or maced, then arrested. One leader of the protestors--not present at the demonstration--is hunted down and jailed on trumped-up charges. The next day, 5,000 people march through the streets chanting, "Let Them Go!"

Where is this--South Africa? Central America? Poland? No, we witnessed this in Austin, Minnesota, hometown of Geo. A. Hormel & Co.

In recent weeks, over 200 members of Local P-9 and their supporters have been arrested in peaceful protests against the attempts of the company, the local police, the National Guard and the courts to break the strike that P-9 has been forced to wage since August 17.

The felony and misdemeanor charges of "aiding and abetting" a riot that have been lodged against union President Jim Guyette and Corporate Campaign Inc. Director Ray Rogers--supported by claims that they made speeches and sent out leaflets about a national rally--are typical of the state's attack upon free speech. Both Guyette and Rogers now face the possibility of many years in prison. Earlier, Rogers was charged with "criminal syndicalism," an archaic statute that also attacked free speech, but which was ultimately ruled unconstitutional. In each case, he was jailed for several days prior to the filing of any charges, then freed only after posting heavy bail.

The blatant repression has drawn some of the country's finest Constitutional, criminal and labor attorneys to the side of the union. These attorneys have donated thousands of hours of their services already and are pledged to donate more. However, other costs--including thousands of dollars in bail--continue to mount.

Thus, the union must again turn to its supporters and ask for help. Local P-9's United Support Group is creating a Legal and Defense Fund to pay for these many costs and to allow P-9 to continue its fight. We hope that you will make a generous donation (checks payable to P-9 Legal and Defense Fund) either individually, through your organization, or through an office or plant gate collection. Also, letters protesting actions by local law enforcement should be sent to: Hubert Humphrey III, Attorney General, 102 Capitol Building, St. Paul, MN 55155. Your help at this time is more critical than ever.

Sincerely,

Robert Brown

Robert Brown
General Vice President
United Electrical Workers

Mary Hastings

Mary Hastings
Member
AFSCME Local 2822

David Arian

David Arian
President, ILWU
So. Ca. Dist. Council

THE PUBLIC SECTOR

Official Publication of The Civil Service Employees Association, Local 1000,
American Federation of State, County and Municipal Employees AFL-CIO.



(ISSN 0164 9949)

Vol. 9, No. 7
Monday, April 7, 1986

**A message
to members from
CSEA President
William L. McGowan**



I'm for the strikers!

Dear Brothers and Sisters:

The strike by Local P-9 of the United Food and Commercial Workers (UFCW) against the Hormel Company in Austin, Minnesota, is moving into it's eighth month, leaving a path of suffering and hardship for 1,000 fellow union workers who remain on the picket lines.

I have watched the strikebreakers cross those picket lines with the support of the National Guard. The company says it wants to prevent "mob violence." I call it union busting!

Hormel applauds the arrests of what it calls the "lawless element." What is lawless about a worker seeking a decent salary while the chairman of Hormel receives more than a half-million dollars a year in salary and perks?

I know that the International Union disagrees with the strike at Austin. I disagree with the International! Now is time for solidarity, not alienation. A divided house of labor will weaken our own cause.

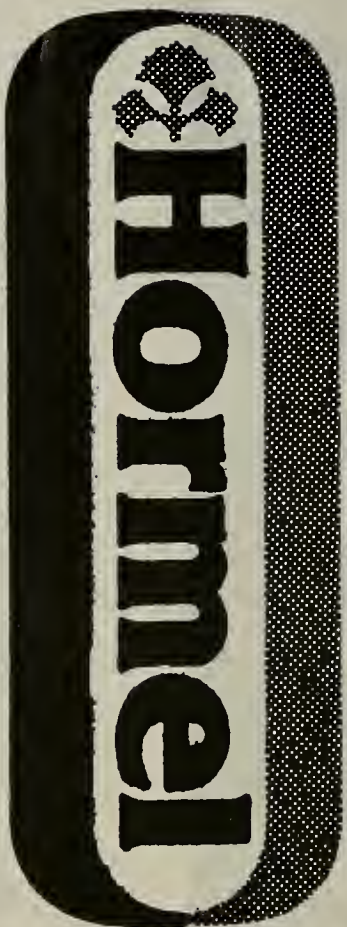
I, for one, will not allow Hormel products into my home. I ask that each of you examine your own conscience, and if you feel as I do, keep Hormel off the kitchen shelf and out of your refrigerator.

Remember, their victory in Austin is your victory too.

Yours in Unionism,

William L. McGowan
CSEA President

CSEA Local 1000, AFSCME, has 220,000 members and is the largest union in New York State. President William McGowan is also a vice president of AFSCME.



Austin struggle tests workers' endurance

By Monsignor Charles Owen Rice

A struggle raging in Austin, MN, tests whether a militant group of workers can endure long against the combined opposition of a ruthless employer and a disapproving international union. The militants are Local P-9 of the United Food and Commercial Workers (UFCW). The company is Hormel, which got along with its feisty local before the company expanded astronomically.

The UFCW itself is a conglomerate comprising former internationals of many sorts, including retail clerks, meatcutters, fur workers and packing house workers, the latter being traditionally a tough bunch.

Hormel is not only huge, but also prosperous. It has been doing better than the rest of the industry, but growth in greed accompanied growth in size. Hormel is following an ugly pattern in its determination to make more profits by cutting labor costs to the bone. That means reducing wages, and there is more. The company pro-



The labor movement must be able to inspire and to fire imaginations to rise from the ashes.

poses to debase working conditions, to fool around with seniority and make its workers less secure, less capable of resistance and less free.

The workers will be less safe, and that is a major issue.

We find some unusual features in this struggle. The UFCW pays strike pay and recognizes the legality of the strike, but it disparages the strikers and their leaders, declaring loudly that their cause is hopeless and their leaders inexperienced and misguided. Saddest of all, it will not support a boycott of Hormel products, and strives mightily to keep others from supporting such a boycott. The international leaders are "calling in their tabs" by writing to all the liberal and progressive people and organizations to whom they may have given support telling their side of the story and knocking P-9's leaders and militants.

The AFL-CIO and its president, Lane Kirkland, predictably heed the UFCW and refuse to sanction a national boycott of Hormel. So far as I can see, they won't even mention the strike and the boycott in their newspaper.

An issue has been made of Ray Rogers, a labor consultant with a record of success who is working for Local P-9. The UFCW international leaders disparage him. They also attack and try to ridicule him. They cannot induce or force the local to fire him.

Although I understand why labor leaders, like other leaders, mistrust independent outsiders, I think the UFCW made a mistake, not only where Rogers is concerned, but with respect to the entire situation. It should have cooperated fully with the tough men and women of Austin, and thus might have struck a spark in its whole organization.

Rogers has the fresh ideas, the courage and the willingness to fight that the labor movement desperately needs. Given the chance, he might become the John L. Lewis of this generation. Without people like him,

the entire labor movement will continue its slow decline, which saddens me beyond measure.

The UFCW is proud of being the largest affiliate of the AFL-CIO, and it is interested in numerical growth. But the number of members alone is not the only thing that counts. Do you serve the members to the utmost? Do you make them strong and free, or do you merely preside over a steady deterioration in their financial well-being and self-respect? Better to lose a few tough ones after a brave united struggle than lose credibility.

The strike began in August, and the company resumed production in January. There have been plenty of scabs because of the failed farms and the failed factories in the area. Picketing has been aggressive, but the National Guard was sent in to restrain it. The company, and even the international, have fought attempts to extend picketing to other Hormel facilities.

There is no peace in Austin, and families have been divided. Even some Local P-9 members have gone back to work. The ones who stay out vow to fight to the end, and who can blame them? There is no guarantee that the plant would remain, even if they gave all the concessions demanded.

Ray Rogers is not the only flaming spirit. Local president James Guyette and his executive board stand fast. There is a progressive network of individuals and publications to spread the word.

Many of us believe that there are no lost causes, but many worthy causes. The labor movement must be able to inspire and to fire imaginations to rise from the ashes. Otherwise, it is doomed to innocuousness and disuse.

Here is my internal memorandum about the boycott:

"To all the darling cooks: Please do not buy any Hormel Products until further notice. COR."

5/30/86

THOMAS P. O'NEILL, JR.
MASSACHUSETTS

2231 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-5111

DEMOCRAT
THE SPEAKER

C

Congress of the United States

House of Representatives

May 15, 1986

Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn:

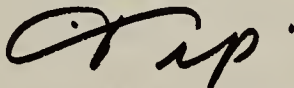
This will acknowledge your recent correspondence concerning the dispute between the Maine Central Railroad and the Brotherhood of Maintenance of Way Employees.

I appreciate hearing from you on this matter and share your concern. I am aware of the impact this strike is having on the economic health of our region. You may be interested to know, I and several other Members of Congress sent a letter to President Reagan indicating our support for an Emergency Board.

I trust you will find this information helpful. Again, thank you for keeping advised of the concerns of Massachusetts AFL-CIO.

With every good wish,

Sincerely,



Thomas P. O'Neill, Jr.
The Speaker

O/kml

Phyllis
Copy for Exec
Office + Communications
also send copy
to unions at
Salem State +
Sec of Labor.
James T. Amsler, President

May 15, 1986

J. E. C

Mr. George E. Carpenter, Jr.
Secretary-Treasurer
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

George
Dear Mr. Carpenter:

Thank you for your letter expressing your serious concern with the Chapter "Responding to Unionism" in the Association of Governing Board publication Handbook of College and University Trusteeship.

The Association of Governing Boards is the national organization of Trusteeship and is principally a private college-oriented organization. Public college trustee membership is new to their organization and most of their publications fail to reflect the fact that public college and private college trusteeships are, in fact, quite different.

This fact may be most applicable on the issue of "Unionism." It is virtually non-existent at private colleges and is quite prevalent on most public college campuses throughout the country.

In Massachusetts all public higher education employees belong to one of several unions. In Massachusetts private higher education, I am unaware that any faculty or administrators belong to unions.

The Salem State College faculty has continually been at the forefront in unionism and the President of the Massachusetts State College Faculty Association has, since its inception 12 years ago, been from Salem State College.

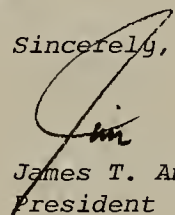
For professionals, contract bargaining is between state college faculty and the Board of Regents. The Office of Employee Relations handles bargaining with classified employees.

Your request for "...a committee to completely investigate all current courses to guarantee that anti-worker attitudes are not being presented as fact to the students of the Commonwealth" is one that has some serious complications. First, it would be in violation of the present faculty contract which reserves to each faculty member the sole right to determine what is taught in the course he offers.

However, as part of that contract each faculty member must make available a course syllabi which includes an outline of material to be covered, the students' responsibilities in the course and the text to be used. The concept of academic freedom is one held to be very sacred by all faculty members in higher education.

I am totally in support of your interest and concern and would be very willing to discuss the issue and to address some other approaches that might answer this concern. I am also personally of the very strong view that an "anti-union" attitude does not exist among our faculty and, if one did, faculty would be quickly brought to task by the students themselves. I am unaware that this has ever happened at Salem.

Sincerely,



James T. Amsler
President

cc: Michael Dukakis, Governor of the Commonwealth
L. Lee Harrington, Chairman, Board of Trustees



MASSACHUSETTS /AFL-CIO

Voice of Organized Labor 400,000 Strong

May 27, 1986

PRESIDENT

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON

THOMAS G. EVERS

RICHARD J. HEFFERNAN

SECRETARY-TREASURER

GEORGE E. CARPENTER, JR.

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RICHARD F. PICCUITO

RICHARD E. POST

JOHN F. SIMMONS

CHARLES E. THOMPSON

BARNEY WALSH

TO: ALL MEMBERS OF THE EXECUTIVE COUNCIL

IMPORTANT - PLEASE MARK YOUR CALENDARS

Our next Executive Council meeting has been changed from:

Thursday, June 19, 1986

to:

Thursday, June 26, 1986

As usual, the meeting will take place at the Park Plaza Hotel, the Terrace Room (lower level), at 10:00 A.M.

Also, please make a note that the July meeting has been cancelled.

Fraternally,

George E. Carpenter, Jr.
Secretary-Treasurer

opeiu-6
afl/cio

MASSACHUSETTS /AFL-CIO

8 Beacon Street, Boston, MA 02108

Telephone: (617) 227-8260

C
OK

P.O. Box 38
Newton Upper Falls, MA 02164
617-653-1056

30 May 1986

Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02110

Dear Arthur:

As the time draws near for the completion of the first draft of the "History of Organized Labor in Massachusetts," our research continues.

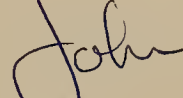
It has become apparent that an important part of the book, the personal interviews that are being used as side-bars - an integral part of the history, are going very slowly. Without them, much of the flavor of the book will be lost.

I therefore am requesting a one month extension in submitting the first draft of the book. This will in no way upset the production schedule and will enhance the final product.

If you have any questions about this or wish to discuss it further please do not hesitate to contact me.

Thanking you for your cooperation in this matter.

Sincerely,



John M. Stygles

opeiu-6
JMSA

6/18/86
Sheet Metal Workers International Association Local Union No.17


of Eastern Massachusetts and Rhode Island
A.F.L.-C.I.O.

1157 ADAMS STREET • DORCHESTER, MA. 02124

Telephones 296-1680 - 81

MICHAEL WALSH
Business Manager
ROBERT D. SPINNEY
Financial Secretary-Treasurer

Business Agents
JOHN BEAN
ROBERT FANNING
EDWARD MARKS


June 2, 1986

Mr. Charles Richardson
MASSCOSH
718 Huntinton Avenue
Boston, MA 02115

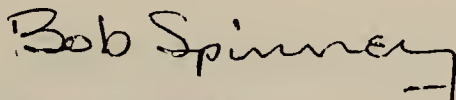
Dear Charlie:

Just a word of thanks for the fine job you did at the Gompers,
Murray, Meany conference on May 22nd.

We have had very positive feed back regarding your part of the
program. Professor Joe O'Donnell referred specifically to the
"Health and Safety" presentation as one of the finest he had
heard "presented by three people, who had a lot to offer, knew
what they were talking about and how to present it".

Again we really appreciate your time and expertise and the
message you delivered so well.

Fraternally,



Robert D. Spinney
Financial Secretary-Treasurer

RDS:mb
cc: A. Osborn

Sheet Metal Workers International Association Local Union No.17

of Eastern Massachusetts and Rhode Island
A.F.L.-C.I.O.

1157 ADAMS STREET • DORCHESTER, MA. 02124

Telephones 296-1680 - 81

MICHAEL WALSH
Business Manager
ROBERT D. SPINNEY
Financial Secretary-Treasurer

Business Agents
JOHN BEAN
ROBERT FANNING
EDWARD MARKS

June 2, 1986

Mr. Paul McDevitt
Modern Assistance Programs
256 Freeport Street
Dorchester, MA 02122

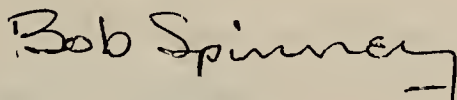
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Again we really appreciate your time and expertise and the message you delivered so well.

Fraternally,



Robert D. Spinney
Financial Secretary-Treasurer

RDS:mb

cc: A. Osborn

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of Eastern Massachusetts and Rhode Island

A.F.L.-C.I.O.

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MICHAEL WALSH

Business Manager

ROBERT D. SPINNEY

Financial Secretary-Treasurer

Business Agents

JOHN BEAN

ROBERT FANNING

EDWARD MARKS

June 2, 1986

Mr. Bob Murphy
Health Planning Council
294 Washington Street
Boston, MA 02116

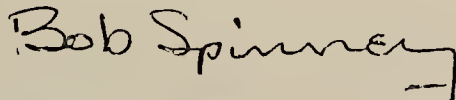
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Again we really appreciate your time and expertise and the message you delivered so well.

Fraternally,



Robert D. Spinney
Financial Secretary-Treasurer

RDS:mb

cc: A. Osborn

6/4/86



The Commonwealth of Massachusetts
Executive Office of Human Services
Department of Public Health

Bailus Walker, Jr., Ph.D., M.P.H.

COMMISSIONER

150 Tremont Street

Boston 02111

OFFICE OF GENERAL COUNSEL
Ninth Floor 727-2665

May 29, 1986

Frances H. Miller, Esq.
Boston University School of Law
765 Commonwealth Avenue
Boston, MA 02215

Re: Lahey Clinic Hospital, Inc.
v. Department of Public
Health
DON Project No. 4-3224

Dear Professor Miller:

Enclosed please find for filing two (2) copies of the Department of Public Health's Opposition to Appellant's Motion for an Expedited Appeal Schedule. For your convenience, copies of these materials are being sent simultaneously herewith to the other members of the Board.

Thank you.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Steven Eisenstat".

Steven Eisenstat
Deputy General Counsel

SE/vi

s21 lc

cc: All persons listed on Certificate of Service
All members of the Board

COMMONWEALTH OF MASSACHUSETTS
HEALTH FACILITIES APPEAL BOARD

Lahey Clinic Hospital, Inc.,
Appellant

v.

Department of Public Health,
Appellee

DON Project No. 4-3224

Appellee, Department of
Public Health's Opposition
to Appellant's Motion for
an Expedited Appeal Schedule

The Department of Public Health ("Department") hereby opposes the Motion of the Lahey Clinic Hospital, Inc. ("Lahey") for an expedited appeal schedule.

In support of this opposition, the Department maintains that:

1. The Department should be afforded the same period of time to file its response brief as Lahey has to file its brief. Lahey's Motion for an Expedited Appeal Schedule would allow Lahey three weeks in which to file its brief (from May 21, 1986, the date on which Lahey filed its appeal, until June 11, 1986), but would allow the Department only one week to file its response brief.
2. If this Board permits the filing of reply briefs, then it so schedule them to allow the Department sufficient time to file its own reply brief before the date of Oral Argument.
3. Lahey has filed to assert any reason in support of its motion for an expedited appeal schedule.

Respectfully Submitted,
Department of Public Health

By its Attorneys,



Steven Eisenstat
Robert L. Quinn
Deputy General Counsel
Department of Public Health
150 Tremont Street
Boston, MA 02111
(617) 727-2665

May 27, 1986

CERTIFICATE OF SERVICE

I, Steven Eisenstat attorney for the Department of Public Health hereby certify that I have, on this date, served the attached Appellee's Opposition to Appellant's Motion for an Expedited Appeal Schedule on the following parties, by causing a copy to be mailed, postage prepaid, first class to the following:

John C. Kane, Jr., Esq.
Ronald E. Schram, Esq.
Ropes and Gray
225 Franklin Street
Boston, MA 02110

Executive Office of Human Services
One Ashburton Place
Boston, MA 02108

Rate Setting Commission
One Ashburton Place
Boston, MA 02108

Health Planning Council for
Greater Boston, Inc. (HSA IV)
294 Washington Street, Rm. 630
Boston, MA 02108

Merrimack Valley Health Planning
Council, Inc. (HSA III)
191 Parker Street
Lawrence, MA 01843

North Shore Health Planning
Council, Inc. (HSA VI)
29 Lowell Street
Peabody, MA 01960

Executive Office of Elder Affairs
38 Chauncy Street
Boston, MA 02111

Office of State Health Planning
600 Washington Street
Boston, MA 02111

Choate Symmes
Ten Taxpayer Group
c/o Paul Downey, President
21 Warren Avenue
Boston, MA 01801

Laurie A. Cowney
Ten Taxpayer Group

CERTIFICATE OF SERVICE

I, Steven Eisenstat attorney for the Department of Public Health hereby certify that I have, on this date, served the attached Appellee's Opposition to Appellant's Motion for an Expedited Appeal Schedule on the following parties, by causing a copy to be mailed, postage prepaid, first class to the following:

John C. Kane, Jr., Esq.
Ronald E. Schram, Esq.
Ropes and Gray
225 Franklin Street
Boston, MA 02110

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Council, Inc. (HSA III)
191 Parker Street
Lawrence, MA 01843

North Shore Health Planning
Council, Inc. (HSA VI)
29 Lowell Street
Peabody, MA 01960

Executive Office of Elder Affairs
38 Chauncy Street
Boston, MA 02111

Office of State Health Planning
600 Washington Street
Boston, MA 02111

Choate Symmes
Ten Taxpayer Group
c/o Paul Downey, President
21 Warren Avenue
Boston, MA 01801

Laurie A. Cowney
Ten Taxpayer Group

c/o Lowell General Hospital
295 Varnum Street
Lowell, MA 01854

Donna Gogger
Ten Taxpayer Group
P.O. Box 53
Reading, MA 01867


Joanne Hartley
Ten Taxpayer Group
General Manager and Vice President
Massachusetts Hosptial Association
6 New England Executive Park
Burlington, MA 01803

Arthur R. Osborne
Ten Taxpayer Group
8 Beacon Street
Boston, MA 02108

Bernard M. Gordon
Ten Taxpayer Group
136 hesper Avenue
Glouster, MA 01930

Alvaro M. Sousa
Ten Taxpayer Group
New England Mutual Life Insurance Company
501 Boylston Street
Boston, MA 02107

May 29, 1986



Steven Eisenstat

s21 1b



Glaziers, Architectural Metal and Glassworkers Local Union No. 1044

A.F. of L. - C.I.O.

718 HUNTINGTON AVENUE BOSTON, MASSACHUSETTS 02115

TELEPHONE (617) 731-6800



ROBERT J. HARDY
President

JOHN E. DUVAL
Business Manager

JAMES L. FARMER
Business Representative

June 5, 1986

The Honorable Michael Dukakis
Governor of Massachusetts
State House
Boston, Massachusetts 02108

Dear Governor Dukakis:

I want to take this opportunity to register my opposition regarding moving the Industrial Accident Board to Bird Island Flats.

After having the opportunity to serve on the Compensation Task Force, traveling the Commonwealth and serving as a Co-Chairman of the A.F.L.-C.I.O. Workers' Compensation Committee, I was satisfied with the final bill you signed.

To conquer all the obstacles we have, to make reform the reality that it now is, the move to Bird Island Flats would do nothing but create another obstacle to Workers' Compensation.

I urge you, Governor, stop the move of the Industrial Accident Board to Bird Island Flats.

Respectfully yours,

James L. Farmer
James L. Farmer

Business Representative

JLF/bl

cc Paul Eustace, Secretary of Labor
cc Arthur Osborne, President AFL-CIO.

RICHARD A. GEPHARDT C
3d DISTRICT, MISSOURI

WASHINGTON OFFICE:
1432 LONGWORTH HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
PHONE: (202) 225-2671

WAYS AND MEANS COMMITTEE

CONGRESS OF THE UNITED STATES
HOUSE OF REPRESENTATIVES
WASHINGTON, DC 20515

DISTRICT OFFICE:
9959 GRAVOIS
ST. LOUIS, MO 63123
PHONE: (314) 631-9959

May 30, 1986

Mr. Arthur Osborn
President
State Federation
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

Recently, the House of Representatives passed comprehensive trade legislation, H.R. 4800. This historic legislation sets the foundation for a fair trade policy and will take needed action to reduce the record trade deficits that have cost us 2,000,000 jobs in five years.

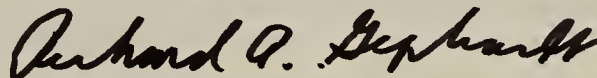
An important component of the House trade bill is an amendment I wrote to prevent our trading partners from abusing the spirit of free trade. My amendment uses large bilateral U.S. trade deficits as a warning signal of possible unfair trade practices by other countries. If investigations reveal patterns of unfair trade, the President is required to negotiate and enforce a four-year reduction in their trade surplus with the U.S. These restrictions are lifted if the country opens its market.

We need to send a clear message to our major trading partners: they cannot expect unfettered access to our market if they don't play fair themselves.

This legislation will also include other changes to enhance our competitiveness: the promotion of better international monetary coordination, improved education, and new export controls to allow increased sales.

The fight on trade now moves to the Senate. I urge you to contact your Senators in support of this important legislation. If you have any questions about our trade bill, please don't hesitate to contact me.

Yours very truly,



Richard A. Gephardt

RAG/jhd

Enclosure

TRADE AND INTERNATIONAL ECONOMIC POLICY REFORM ACT OF 1986

- 1) Strengthens America's export position.
 - Gives President new tools to open overseas markets.
 - Maintains pressure to secure a stable and competitive dollar.
 - Streamlines export controls, improves export promotion activities.
 - Directs President to seek growth-oriented policies in industrialized and debtor nations.
- 2) Grants President authority to conduct new round of trade negotiations to secure an end to unfair trading practices not now covered in GATT.
- 3) Improves our ability to respond to unfair trade practices.
 - Requires Presidential action against violations of foreign trade agreements.
 - Strengthens protection of intellectual property.
 - Requires Presidential action to counter export targeting where both targeting and injury are found.
 - Makes natural resource subsidies actionable under unfair trade laws.
 - Provides new remedies for diversionary dumping.
 - Allows temporary import relief for perishable products.
 - Helps small businesses get more effective trade relief by establishing a new advocates office in the office of the U.S. Trade Representative.
 - Requires trade surplus reduction for countries that maintain patterns of unfair trade.
- 4) Gives American workers a chance to adapt to competition.
 - Revenues from any temporary import restrictions will be placed in a new Adjustment Assistance Fund.
 - Promotes upgrading of skills and retraining for workers who want to sharpen their own skills and competitiveness.
 - Workers injured by imports are assured of expedited consideration of trade adjustment assistance.
 - Provides training and employment assistance to workers in industries affected by trade.
- 5) Lays foundation for long-term American competitive strength.
 - Invests in literacy training, vocational training, and in math, science and foreign language.
 - Creates an Industrial Competitiveness Council to work on problems of industrial growth and monitor the strategies of our trading partners.

5/31/86

C

LAHEY CLINIC MEDICAL CENTER

41 MALL ROAD

BURLINGTON, MASSACHUSETTS 01805

ROBERT E. WISE, M.D.

CHIEF EXECUTIVE OFFICER
CHAIRMAN, BOARD OF GOVERNORS

AREA CODE 617 273-5100
CABLE ADDRESS "LAHEYCLIN"

May 30, 1986

Mr. Arthur Osborn
President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn:

I would like to extend to you the strongly felt appreciation by all of us at the Lahey Clinic of your testimony in support of Senate 1907 at the Health Care Committee hearings May 28.

I do not need to detail for you how much your actions serve the interests of patients who choose to receive their care at the Lahey Clinic -- now and in the future. Giving these patients excellent care remains the driving force behind this whole issue.

Sincerely,



Robert E. Wise, M.D.

REW/mw1

cc Robert H. Minton

LAHEY CLINIC FOUNDATION, INC.

MARY AND ARTHUR R. CLAPHAM HOSPITAL
OPERATED BY
LAHEY CLINIC HOSPITAL, INC.

CHARLES A. DANA AMBULATORY CARE CENTER
OPERATED BY
LCF FOUNDATION, INC.

LABOR'S COMMUNITY SERVICES LIAISON PROGRAM

DEPARTMENT OF LABOR PARTICIPATION
UNITED WAY OF AMERICA

Refer to
Communication

M.E.C.

FIELD TRIP REPORT

CITY BOSTON STATE MASSACHUSETTS

DATE APRIL 7-8, 1986 STAFF WILLIAM R. HAUENSTEIN

PURPOSE OF VISIT: AFL-CIO Community Services Liaison Position in
Lynn

PRINCIPAL CONTACTS:

George E. Carpenter, Jr., Secretary-Treasurer, Massachusetts AFL-CIO
Robert X. Chandler, President (CPO), United Way of Massachusetts Bay
Kevin D. Mahar, President, North Shore Labor Council, AFL-CIO, Lynn

COMMENTS ON VISIT: Reestablishing the AFL-CIO Community Services
Liaison position in Lynn had been held up due
to a disagreement on starting salary. Al Hamilton, the recommended
candidate, was offered \$25,500 on a take-it-or-leave-it basis. After
conferring with George Carpenter, this meeting was set to resolve
the issue. Kevin Mahar, George Carpenter and I met previous to the
meeting with Bob Chandler to discuss our approach and build our case.

At the meeting with Chandler, Kevin Mahar discussed reasons why the
starting salary should be increased, including Al Hamilton's
qualifications, abilities and potential, his current salary and
Kevin's strong support to develop a comprehensive AFL-CIO Community
Services program. He also discussed the high level of giving by
union members and his support for and expectation that Al will improve
giving even further.

I strongly supported Kevin's position and referred to Al's participation and performance at the Skills Enhancement Workshop last December at Amherst which demonstrated his leadership and potential.

George Carpenter served in the role of mediator to seek an amicable solution in the discussion.

Bob Chandler indicated he believed salary levels for AFL-CIO Community Services Liaisons in the MASS Bay United Way were in line with others in the country. I provided information from the AFL-CIO Community Services Salary Survey which indicated the Boston Liaisons were, in fact, the lowest paid in the Northeast Region. After a discussion, Chandler agreed to start Hamilton at \$29,000 and to bring Dick Picciuto in Quincy up to the same salary. He also agreed to review the salaries of all four liaisons at the end of the year for adjustment to appropriate levels.

This was a good meeting which, hopefully, will begin a process of progress in the AFL-CIO Community Services Programs in Boston, Quincy and Lynn as well as in the compensation for the Community Services Liaisons responsible for the programs in these areas.

WRH/jdc

cc: Ray Andrus
George E. Carpenter, Jr. ✓
Horace A. (Al) Hamilton
Kevin D. Mahar
John F. O'Malley
Arthur R. Osborn
Richard Picciuto
M. Joseph Quirk, Jr.
Richard R. Rodwell

DATE REPORT FILED: MAY 10, 1986



The Commonwealth of Massachusetts
Executive Office of Labor
One Ashburton Place--Room 2112
Boston, Ma. 02108

Refer to
Communication
M. E. C

MICHAEL S. DUKAKIS
GOVERNOR

PAUL J. EUSTACE
SECRETARY

June 6, 1986

Arthur Osborn
President
Massachusetts AFL/CIO
8 Beacon Street
Boston, MA 02108

Dear Brother Osborn: *Arthur*

Thank you for your letters concerning implementation of the workers' compensation bill. I am glad you have taken an interest in this lengthy and difficult process.

Establishing the Advisory Council has been a particularly time-consuming part of our effort. But with your help, we have found some knowledgeable people willing to give up a considerable amount of their time to serve. It is my hope, as well as yours, that these appointments will be made in the very near future.

In Solidarity,

[Signature]
Paul J. Eustace

cc: Martin V. Foley
Joseph Lydon
Thomas Evers
Richard Heffernan

6/4/86 C



"THE UNFINISHED CHALLENGE: COMBATTING RACIAL VIOLENCE"

LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW
OF THE BOSTON BAR ASSOCIATION

PROJECT TO COMBAT RACIAL VIOLENCE

JUNE 21, 1986

ROUNDTABLE & BENEFIT DINNER

May 9, 1986

Honorary Co-Chairmen

John P. LaWare
Chairman of the Board
Chief Executive Officer
Shawmut Bank of Boston

Arnold Hiatt
Chairman of the Board
Stride Rite Corporation

Dinner Co-Chairmen
Joseph D. Feaster, Jr.
John Taylor Williams

Dinner Coordinator
Cheryl J. Stoute-Simmons

Dinner Planning Committee
James Brown
James J. Marcellino
Margaret H. Marshall
Nicholas U. Sommerfeld
Dianne Wilkerson

Dinner Support Committee
Dr. Niathan Allen
Gloria W. Arnold
The Hon. Bruce C. Bolling
Charles Brooks
Bertha Brooks
Larry Brown
Caroline J. Chang
Pancho Chang
Chinese Consolidated
Benevolent Association
Robert M. Coard
The Hon. Gloria Fox
Donna Latson Gittens
Richard D. Glovsky
The Hon. Sandra Graham
Ronald A. Homer
Helen Horner
Neil Houston
Karen Hudner
Carmelo Iglesias
Ellen Jackson
Dr. James Jennings
Frank N. Jones
Virginia Nia Lee
Ken F. Mac Iver, Jr.
Carmen Pola
John W. Roberts
Bettye Robinson
Alex Rodriguez
Anthony P. Sager
Thomas Saltonstall
Judith T. Sapers
Jacob Schlitt
Ellen Semonoff
Rev. Charles Stith
Judith Bernstein Tracy
John P. Volk
David S.Y. Wong
Davis Woo
The Hon. Charles C. Yancey
Harry Yee
Ratha Yem
Leonard Zakim

Steering Committee

Chairman
Hugh R. Jones, Jr.
Vice-Chairman
John Taylor Williams

John F. Adkins
Edward J. Barshak
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Christopher F. Edley, Jr.
Joseph D. Feaster, Jr.
Timothy F. Fidgeon
Steven S. Fischman
Thayer Fremont-Smith
John B. French
Nancy Gertner
Geraldine S. Hines
James A.P. Homans
William P. Homans, Jr.
Laurence M. Johnson
Don M. Kennedy
Scott P. Lewis
Hans F. Loeser
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Margaret H. Marshall
Frank I. Michelman
Cornelius J. Moynihan, Jr.
Robert A. Murphy
John A. Pike
Glendora M. Putnam
Nicholas U. Sommerfeld
Joseph D. Steinfield
Daniel D. Sullivan
Thomas V. Urmey
Dianne Wilkerson
Zipporah Batshaw Wiseman

Executive Director
Barbara R. Arnwine

Staff Counsel
Nadine M. Cohen
Alan Jay Rom

*Director, Project to Combat
Racial Violence*
Robert P. Sherman

Office Manager
Karen T. Horner

Dear Friend:

We are writing to ask you to join us in supporting the effort to address an issue of extreme importance to the Boston community--racial violence. The issue of racial violence in Boston and its surrounding communities is one of deep public concern and has generated substantial public debate and controversy over the last several years.

On June 21, 1986, the Lawyers' Committee for Civil Rights Under Law of the Boston Bar Association will sponsor two significant events designed to address the complexities surrounding racial violence and to unify the Boston community in its efforts to eradicate this stigma from our society.

The first event will be a mid-day roundtable on racial violence, an open community education program to be held at historic Faneuil Hall. The roundtable will feature prominent persons, including Norfolk County District Attorney William D. Delahunt, Suffolk County District Attorneys Newman A. Flanagan, The Boston Globe Columnist Mike Barnicle, judges, and victims of racial violence in an unique, informative and enjoyable format. The roundtable will be taped for subsequent broadcasting by National Public Radio in selected market areas throughout the nation.

The second event will be a fundraising dinner to be held at the Boston Park Plaza Hotel entitled, "The Unfinished Challenge: Combatting Racial Violence," to benefit the Project to Combat Racial Violence, a special project of the Lawyers' Committee that was initiated in 1982 to respond to the crisis of racial violence in Boston and its surrounding communities. We are pleased to inform you the keynote speaker will be Congressman William H. Gray, III, Chairman, House Budget Committee.

The Lawyers' Committee for Civil Rights Under Law is a special committee of the Boston Bar Association which provides pro bono legal representation to victims of race and national origin discrimination and handles major law reform cases on behalf of the poor and neglected. Funding is derived from direct annual grants made by the Boston Bar Association and twenty-six prominent Boston law firms, which also provide free co-counsel for all Lawyers' Committee cases. In addition, a variety of smaller grants and contributions are received from individual and local foundations.

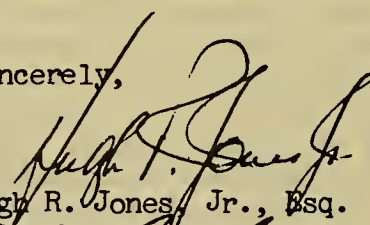
The Project to Combat Racial Violence was initiated to marshal the resources of the Boston community, particularly the legal community in addressing this societal ill. Since its inception, the Project has been involved in the most significant cases of racial violence by providing direct legal representation for victims of racially motivated violence.

The issue of racial violence in Boston is surely one that is of tremendous interest and concern, therefore, it is of great significance that participation of a diverse cross section from the Commonwealth be present for both the roundtable and dinner program. In that the Project is of great benefit to the whole Boston community, we are turning to the community for its support by purchasing tickets and tables for this event.

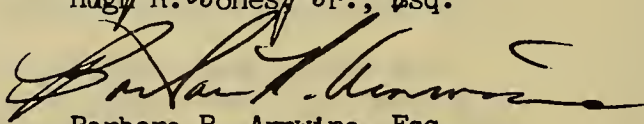
Recognizing your commitment to civil rights and your willingness to demonstrate your belief that all persons should have an opportunity to participate fully in the benefit of this great nation, we urge you to join us in this effort to combat racial violence.

We look forward to your joining us in supporting this most worthwhile project.

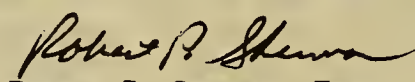
Sincerely,



Hugh R. Jones, Jr., Esq.



Barbara R. Arnwine, Esq.



Robert P. Sherman, Esq.

* Our thanks to Weymouth Design and Pandick Press, Inc. for the donation of their service in the design and printing of this package.



"The Unfinished Challenge: Combatting Racial Violence"

Thank you for your invitation to the June 21st
Benefit Dinner "The Unfinished Challenge:
Combatting Racial Violence."

I/We would be pleased to attend and make a
contribution:

- ☐ Community Table(s)
Table of ten \$500 per table
- ☐ Special Support Package \$1,500
- ☐ Individual Ticket \$50 per person
- ☐ Sponsor \$100
One individual ticket (\$50) plus Contribution
of \$50.00
- ☐ Patron \$75
One individual ticket (\$50) plus Contribution
of \$25.00
- ☐ Enclosed is payment of \$_____
- ☐ Sorry I/We are unable to attend. Enclosed is
a contribution of \$_____

Name _____
Organization _____
Address _____
City _____ State _____ Zip _____
Telephone _____

Please make checks payable to the Boston Bar
Foundation (Funding entity for the Boston
Lawyers' Committee for Civil Rights Under
Law). Contributions are tax-deductible to the ex-
tent permitted by law. Please return this
Response Card June 12, 1986.

Thank you for your generous participation.

For additional information call 482-4850

**The Lawyers' Committee for Civil Rights Under
Law of the Boston Bar Association Cordially In-
vites You to a Benefit Dinner for the Project to
Combat Racial Violence**

June 21, 1986

Reception and Dinner

Boston Park Plaza Hotel
62 Arlington Street
Boston, Mass.

Reception/Cash Bar at 6:30
Dinner 7:30

Keynote Address

The Honorable Congressman William H. Gray III,
Chairman, United States House of Representatives,
Budget Committee

Ticket Information is enclosed

Please return the enclosed RSVP card by June 12, 1986

Roundtable on Racial Violence

Moderator—Charles Ogletree, Visiting Professor
of Law at Harvard Law School

Invited Panelists

Mike Barnicle

Columnist, The Boston Globe

Charles A. Clifford, Esq.

Defense Attorney

William D. Delahunt, Esq.

District Attorney, Norfolk County

The Honorable Barbara A. Dortch

Associate Justice, Boston Municipal Court

Newman A. Flanagan, Esq.

District Attorney, Suffolk County

*Honorable Raymond L. Flynn**

Mayor, City of Boston

Bancroft D. Hall

Victim, police use of excessive force in
Milton, MA

Kirk Johnson

Resident of Ross Field section of Hyde Park—
victim of racial violence

Sgt. William Johnston

Commander, Community Disorders Unit—
Boston Police Department

*Peter Kiang**

Program Director, Asian American Resource
Workshop

Virginia N. Lee, Esq.

Defense Attorney

Maria Lopez, Esq.

Assistant Attorney General—Civil Rights
Division

Carmen Pola

Community Activist

Robert P. Sherman, Esq.

Lawyers' Committee for Civil Rights

*Janet Wu**

Reporter, WCVB TV

The Honorable William G. Young

Judge, U.S. District Court—Boston

*Invited, unconfirmed

"The Unfinished Challenge: Combatting Racial Violence"



A Mid-day Roundtable on Racial Violence

Panelists will discuss the current state of racial violence in Boston and the role of the legal system in addressing it. The roundtable will be moderated by Charles Ogletree, Visiting Professor of Law at Harvard Law School.

The roundtable will be held at Faneuil Hall, 100 North State Street, Boston, MA 02109. Tickets are free and will be available at the door.

For more information, call (617) 452-1234. The roundtable is sponsored by the Boston Police Department, the Boston Police Officers Association, and the Boston Police Community Relations Committee.

Saturday, June 21, 1986
1:00 PM — 3:00 PM
Faneuil Hall
Merchants Row
Boston, MA 02109

The Lawyers' Committee for Civil Rights
Under Law of the Boston Bar Association
294 Washington St., Rm 401
Boston, MA 02108

The Lawyers' Committee For Civil Rights Under Law of the Boston Bar Association

The Boston Lawyers' Committee was originally created in 1969 as an affiliate of the National Lawyers' Committee for Civil Rights Under Law, which was organized in 1963 at the request of President Kennedy for the involvement of private lawyers in the civil rights movement. Since 1973, we have been a special committee of the Boston Bar Association devoted to providing pro bono legal representation for victims of race and national origin discrimination and handling major law reform cases on behalf of the poor and neglected.

The unique feature of the Boston Lawyers' Committee is its relationship to 26 of the most prestigious law firms in Boston. These private firms make cash contributions which fund more than 80% of the annual operating expenses of the Lawyers' Committee, and provide legal services on an unpaid, pro bono, basis by representing Lawyers' Committee clients as co-counsel with members of the legal staff.

Among the significant cases handled by the Lawyers' Committee have been, *Morgan v. Hennigan* (the Boston school desegregation case); *Latino PAC v. City of Boston* (U.S. Supreme Court affirmed that City of Boston had violated one person one vote rule of the U.S. Constitution in drawing city council district lines); *Boston Firefighters Local 718 v. Beecher*; (held that court imposed affirmative action mandates could not be overridden by lay-offs); *Porter v. City of Boston* (damages awarded against City of Boston for failure to provide police protection to minority family whose home had been firebombed). We have also litigated numerous bilingual education suits against school systems in Boston, Cambridge, Hudson, Waltham, Holyoke, Northampton, Amherst, Springfield, Worcester and Chelsea.

Racial Violence: A Tragic Legacy

For many throughout the country, Boston in the 1970's was synonymous with the racial conflict and violence of its school desegregation process. The sad truth was that this national image was only partially accurate; racial violence was even more pervasive than portrayed. Blacks and other minorities were violently prevented from residing, working in or even travelling through certain neighborhoods of Boston and its surrounding communities.

During the 1980's some progress has been made in creating access for minority persons to every part of the metropolitan Boston community, and there is no doubt, less racial polarization than in the past. Much of this progress is attributable to stronger and more aggressive enforcement of the Massachusetts Civil Rights Act.

Nevertheless there remains in Boston and its surrounding communities a "crisis of racial violence" which must be constantly addressed in the courts, in the communities, and in the schools.

While Blacks and other minorities continue to be targets of racial violence, the Asian community and, in particular, newly arrived Southeast Asian refugees represent a new victim class. In addition, friction between police departments and racial minorities continue to be a major issue throughout Massachusetts.

That the "crisis of racial violence" continues to plague our community is beyond doubt. One need only have seen the following headlines from metropolitan Boston newspapers in April, 1986, "Quincy Man Found Guilty in Civil Rights Case," "Man gets 7-10 Years in Racial Attack," (Revere), "Blacks Accuse Town Police of Harassment," (Brookline) "A Case of Harassment" (Sharon).

Project to Combat Racial Violence

The Project to Combat Racial Violence was initiated by the Lawyers' Committee for Civil Rights in 1982 to marshal the resources of the private bar in combatting racial violence. During the last four years the Project has been involved in virtually every major case of racial violence, representing victims in a variety of contexts and forums. In addition to representing victims of racial violence, the Project Director has written extensively about the Massachusetts Civil Rights Act (CRA), and worked closely with judges, clerks, prosecutors, and police to ensure that the CRA is fully implemented. The Project has also worked closely with community groups and individuals such as the Greater Boston Civil Rights Coalition who are concerned with this issue.

Among the significant cases handled by the Project to Combat Racial Violence include representation of the black victims of a pattern of racial violence in the Ross Field section of Hyde Park; the successful criminal defense of an Hispanic youth who was shot by a Boston police officer (*Commonwealth v. Velez*); successful defense of a Cambodian man who, along with his friend, was the victim of a serious racial attack in Medford in 1985 (*Febbi v. Som*; *Commonwealth v. Febbi*; *Arsenault*); and the successful co-defense of a Chinese man who was attacked by a Boston police officer in 1985 (*Commonwealth v. Huang*).

The Project to Combat Racial Violence acknowledges with gratitude the following sources which have provided funding: The Buttenweisers, The Deer Creek Foundation, The Foley, Hoag & Eliot Foundation, Hyams Trust, Permanent Charity Fund, The Boston Foundation, The Gardiner Howland Shaw Foundation, The Weber Charities, plus individual and anonymous benefactors.

Roundtable on Racial Violence

The Roundtable on Racial Violence is a community education program designed to promote a stimulating and thought provoking dialogue about the critical issue of racial violence, its complexities, and the legal response to it.

It is our hope that the Roundtable will offer both attendees and panelists an opportunity for greater understanding of this most critical issue. In addition, by gathering together we will once again reaffirm our commitment to eradicating racial violence.

The Roundtable is modelled on the very successful public television series "The Constitution: That Delicate Balance." Charles Ogletree, Lecturer on Law at Harvard Law School will moderate a discussion in which judges, community activists, lawyers, journalists, prosecutors, and victims will discuss several incidents of racial violence. The discussion will explore, in a lively exchange, the effect of racial violence on the victims and the community; the media response to an incident that is perceived as racial; and prosecutorial and judicial response to a racial incident.

In order to facilitate more understanding of this issue throughout the country, the roundtable on racial violence will be taped and edited for future distribution nationally as a co-production of WBUR and David Kuhn of WGBH.

Roundtable Schedule

12:00 p.m.
Registration

1:00 p.m. *SHARP*
Roundtable begins. Please note that due to taping, no attendees will be admitted after 1:00 p.m. This is a two hour program with no scheduled intermission.

3:00 — 3:30 p.m.
Informal Discussion

Registration Form

The Mid-day Roundtable is a Community Education Program sponsored by the Lawyers' Committee for Civil Rights Under Law of The Boston Bar Association. To ensure seating, please detach this form and return it to the Lawyers' Committee for Civil Rights as soon as possible. Because we hope to have the broadest cross-section of participants at this Roundtable, there is no registration charge.

☐ I/We will attend the Mid-day Roundtable

☐ Please reserve _____ seats

☐ I/We will not be able to attend. Enclosed is a contribution of \$_____ to support the activities of the Project to Combat Racial Violence.

Name _____
Organization _____
Street _____
City _____ State _____ Zip _____
Telephone _____

Please make checks payable to the Boston Bar Foundation (Funding entity for the Boston Lawyers' Committee for Civil Rights under Law). Contributions are tax-deductible to the extent permitted by law.

Please enclose this form in the Dinner Response Envelope.

For more information call 482-4850

The Lawyers' Committee for Civil Rights
Under Law of the Boston Bar Association
294 Washington St., Rm 506
Boston, MA 02108

1 Ref. to
Communit
J. E. C

STATE COMMUNITY SERVICES COMMITTEE

MINUTES OF MEETING

MAY 21, 1985

The meetings were held at the Sheraton Regal in Hyannis and was attended by Al Hamilton, Dick Piciutto, Bob Rodwell, Ken Harkins, John Sullivan, Vin DiMonaco, Helen Miranda, Beverly Therrien, Secretary and Bob Goshea, Chairman. Bill Hauenstein from the Regional office and Bud Biscardo from the National office were also in attendance.

The meetings were informal and the morning meeting was held in Arthur Osborn's room. Bob went over the program for our presentation at the opening of the conference. There was also a discussion on the State Community Services Liaison. Beverly mentioned that although she will support the State Liaison Person and Program, she doesn't feel the United Ways will support this persons' salary at this time. Vinny also commented that pressure should be put on the United Ways that have no labor representative to have a labor person on staff. He went on to speak of the great difference in the salary range of labor liaisons, there should be some guidelines set for salaries.

Bill and Bud both commented that the emphasis should be on putting the State Liaison in place, because with him/her in place we can fortify our positions and get these problems resolved.

After the meeting, Beverly, Helen and Ken set up a table in the lobby to promote our Community Services Program. There were our local brochures, United Way pins, "Network Maps", national Community Service brochures - in English and Spanish - some local brochures and let us not forget the AFL-CIO balloons.

The Presentation - Arthur Osborn opened the conference by saying how important it is for all of us to think union. To realize the plight of the fisherman, the flight attendants, the nurses, A T & T, the Shipyard workers and those that have a strike pending or are now on strike have an effect on us all. We have to communicate, whether one on one or small teams, we have to spread the word - "Solidarity." He went on to introduce Bob Goshea.

Bob spoke of our Community Services to those in attendance and when he asked for a show of hands of those who know of or had known of the Union Counseling Programs, there were only 8 people who had known of the programs. Bob re-introduced Arthur Osborn and he emphasized the importance of union members helping each other through our programs and how his office will aid the committee any way he can.

The next speaker was Bud Biscardo, who spoke on the 'Basics. The basic principle of a Union member should be first and foremost in Community Service. To get involved, stay involved. If a person just involves one another person there should be no problem to broaden the base." The labor situation is at a very bad stage right now and we must all remember," he

went on, "when things are at their worst Community Services must be at their best."

The next speaker was Kevin Johnson of the Worcester Central Labor Council. He spoke of the many times he has been involved thru Labor's Community Services Program in Central Massachusetts.

The Community Services segment of the program ended with no questions from the audience and we went on to another meeting held in George Carpenter's suite. George is Secretary/Treasurer with Massachusetts AFL/CIO.

In addition to United Way Labor Liaisons and George the meeting was also attended by representatives from various Central Labor Councils. George spoke on how he had contacted Executive Director of United Way and received their support for the "State Liaison" and had sent out memos to the Central Labor Council and also had their endorsement. He was unclear on what other procedure had to be undertaken at this time and with some discussion and the many questions posed it was decided to continue the discussion at another meeting which will be held on July 14th at the Worcester United Way office with all Central Labor Council Presidents. The meeting ended in time to prepare for dinner.

We all wish to congratulate Bob Rodwell who was appointed manager of labor staff at United Way of Mass. Bay.

A special note of appreciation to Kevin Johnson and Bud Biscardo for taking time from their busy schedule to speak at our Community Services Presentations.

A memo will be sent in the latter part of June, with the time and directions to the meeting in Worcester on July 14th. "Let us all enjoy San Diego".

EDWARD J. MARKEY
7TH DISTRICT, MASSACHUSETTS

COMMITTEES:

INTERIOR AND INSULAR
AFFAIRS

ENERGY AND COMMERCE

CHAIRMAN

SUBCOMMITTEE ON ENERGY
CONSERVATION AND POWER

COMMISSION ON SECURITY AND
COOPERATION IN EUROPE

Congress of the United States
House of Representatives
Washington, DC 20515

May 29, 1986

2133 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-2836

DISTRICT OFFICE:
2100A JOHN F. KENNEDY BUILDING
BOSTON, MA 02203
(617) 223-2781

*Copy to Hall
Davis + Cooney
in ^{leg} file
refer to Committee
Mr. P.C.*

George E. Carpenter, Jr. Secretary-Treasurer
Massachusetts/AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Carpenter:

Thank you for writing to me to express your support for a provision in the tax reform legislation that would extend the effective date of enactment for such legislation to January 1, 1987.

As you may know, the Senate Finance Committee recently completed consideration of its own version of tax reform legislation. Because of the different rules in the Senate, this does not mean that the bill is in its final form. After the bill is passed by the Senate there will be a conference between the House of Representatives and the Senate to reconcile the two different bills.

All of this will take time, and it will be late in the year before any bill reaches the President's desk to be signed into law. During this process, I will make every effort to ensure that the effective date is extended to provide stability for those whom it effects.

Again, thank you for writing. I appreciate your taking the time to let me know your views.

With best wishes,

Sincerely,

Ed Markey

Edward J. Markey
Member of Congress

EJM/slp

Rec 6/9/86

C
June 6, 1986

COPY
Mr. Paul Eustace
Secretary of Labor
Commonwealth of Massachusetts
100 Cambridge Street
Boston, MA 02202

Dear Mr. Eustace:

I would like to recommend Karen Grasso Courtney as a candidate for the position of Assistant Commissioner of Labor and Industries.

Karen has assisted the UFCW as a volunteer organizer and proved herself to be a conscientious and enthusiastic worker.

I heartily recommend her to you and know she will be a valued addition to your staff.

Sincerely,

UFCW Local 328

Louis Spetrini
President

LS:dmq

cc: Arthur Osborn, President
Massachusetts AFL-CIO

2

June 6, 1985

Mr. Paul Buslace
Secretary of Labor
Commonwealth of Massachusetts
100 Cambridge Street
Boston, MA 02202

Dear Mr. Buslace:

I would like to recommend Karen Grace Courtney as a candidate for the position of Assistant Commissioner of Labor and Industries.

Karen has assisted the UGCW as a volunteer organizer and proved herself to be a conscientious and enthusiastic worker.

I heartily recommend her to you and know she will be a valued addition to your staff.

Sincerely,

UGCW Local 328

Louis Spetrini
President

LS:dmp

cc: Arthur Osborn, President
Massachusetts AFL-CIO

COPY

Rec 6/18/86

copy to Simmons



COMMONWEALTH OF MASSACHUSETTS
MASSACHUSETTS SENATE

SENATOR GEORGE BACHRACH
MIDDLESEX AND SUFFOLK DISTRICT

ROOM 405
STATE HOUSE, BOSTON 02133
TEL. 722-1280

12 June 1986

John Bacon, President
Boston Gas Company
One Beacon Street
Boston, MA 02108

Dear Mr. Bacon:

As an elected official, I am concerned over your recent decision awarding the sandblasting and repainting of two liquified natural gas storage tanks at your Dorchester facility to a non-union, out-of-state contractor. Not only have you denied the job to Boston residents who are consumers of yours, but you have hired a contractor that refuses to pay its workers the area standard wages and fringe benefits.

There are plenty of contractors in Massachusetts who are more than qualified to perform this job, and who have a strong commitment to Boston residents, women, and minorities, and who would use apprenticeship programs.

Labor organizations have in the past worked in cooperation with the utilities in attaining mutual goals. I can understand your concern in keeping the costs down, but I still hope you will reconsider your decision.

Sincerely,

A handwritten signature in dark ink, appearing to read "George Bachrach".
George Bachrach
State Senator

GB:PGP

cc Arthur Osborn
John Simmons
Thomas Evers
Leo Purcell
Joseph Joyce

Rec 6/18/86

COPY To SIMMONS



COMMONWEALTH OF MASSACHUSETTS
MASSACHUSETTS SENATE
STATE HOUSE, BOSTON 02133

WILLIAM R. KEATING
NORFOLK/SUFFOLK DISTRICT
111 BAY ROAD
SHARON, MA 02067
TEL. 784-7676

COMMITTEES ON:
PUBLIC SAFETY (CHAIRMAN)
CRIMINAL JUSTICE
(VICE CHAIRMAN)
BANKS AND BANKING
FEDERAL FINANCIAL ASSISTANCE

ROOM 413B, STATE HOUSE
TEL. 722-1222

June 13, 1986

John Bacon, President
Boston Gas Company
One Beacon Street
Boston, MA. 02108

Dear Mr. Bacon:

I have been contacted by a number of concerned citizens in the Boston area regarding Boston Gas Company's decision to award a contract to sandblast and repaint the gas tanks in Dorchester to a non-union, out-of-state contractor.

In response to this situation I would like to request any information regarding the gas company's present policy concerning the contract process. I would also like to know if in the future Boston Gas plans to continue to hire non-union, out-of-state contractors.

I would greatly appreciate a quick response to this matter. If you have any questions do not hesitate to contact my office.

Sincerely,

A handwritten signature in cursive script that reads "Bill".

William R. Keating
State Senator

WRK:KR



MARLOWE & COMPANY

June 13, 1986

Mr. Arthur Osborn
Massachusetts AFL-CIO
8 Beacon Street-3rd Floor
Boston, MA 02108

Dear President Osborn:

I am pleased to announce that Marlowe & Company has once again expanded its staff and moved to larger offices. This means we can serve you better by providing:

- * Direct mail programs for PAC fund raising, voter persuasion, and grass roots legislative action;

- * Brochures, fact sheets and other materials to boost your political and legislative efforts;

- * Lobbying assistance on crucial issues as Congress gets ready for its usual frenzy of activity before adjournment;

- * Alliances with businesses, trade associations and other interests that can spell the difference between victory and defeat in Congress.

Marlowe & Company has a proven record of success in working with labor unions. Our clients have included the AFL-CIO, the Graphic Communications International Union, the United Steel Workers of America, the Amalgamated Clothing and Textile Workers, the Sheet Metal Workers International Association, the Service Employees International Union, the George Meany Labor Studies Center, the Brotherhood of Maintenance of Way Employees, the International Union of Operating Engineers, the American Federation of Government Employees, the Amalgamated Transit Union, the Labor Institute for Public Affairs, and the Industrial Union Department. The firm also directs the Coalition to Keep Alaska Oil, a group representing over forty national labor, corporate and consumer bodies concerned with this maritime and energy issue.

Remember. There's not much time left before adjournment and Election Day. Now is the time to plan for that final effort that means so much to your members. Please call us today. I would welcome the opportunity to show you how we have helped other unions and how we can help you.

Sincerely,

Howard Marlowe

Rec 4/18/86



Greater Boston
Chamber of Commerce
125 High Street
Boston, MA 02110
Tel: 426-1250

June 16, 1986

Business Advisory Committee
Massachusetts Convention Center Authority
Greater Boston Chamber of Commerce

Enclosed are the minutes of the June 6, 1986 meeting of the
Convention Center Advisory Committee for you to review.

Please note that the next meeting of the Advisory Committee will
be held on a date to be announced during September.

Sincerely

Brian R. Gilmore
Director, Legislative Affairs

BRG:ek



Not for Publication

Greater Boston
Chamber of Commerce
125 High Street
Boston, MA 02110
Tel: 426-1250

Minutes

Business Advisory Committee
Mass Convention Center Authority
Greater Boston Chamber of Commerce
Friday June 6, 1986, 8:30AM

Attendance:

Harold Hestnes
Robert Cummings
James Derba
Raymond Murgia
John Ryan
James Sullivan
Paul Tsongas
Francis X. Joyce

Staff:

Brian R. Gilmore, Director Legislative Affairs
Elizabeth Kemp, Administrative Assistant

I. Roll Call/Call to Order

Harold Hestnes, chairman of the Greater Boston Chamber of Commerce, chaired the meeting of the Advisory Committee and called the meeting to order at 8:50AM.

II. Francis X. Joyce, briefed the committee on the progress being made towards the reopening of the Convention Center. Highlights of his comments included:

The project is on schedule and should be completed on time, early January, 1988.

MCCA Staff meets every two weeks with contractors and other parties to review construction project/schedule/resolve problems.

A steel strike in PA pushed back the construction project two weeks. However, scheduled time should be made up over the summer. Mr. Joyce called committee members attention to stand by assistance which was not required to solve the strike problem pledged by Arthur Osborne.



Greater Boston
Chamber of Commerce
125 High Street
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page 2 cont.

Capping the turnpike has been difficult but once completed should ease construction.

Call
Down
Interior systems planning (food system, communications etc.) is presently underway including selection of food service contracts.

Consultants are presently working to finish design for the HVAC systems.

Show managers have been given a walking tour of the project in order to keep them informed about construction progress.

The Authority will spend extra funds if required to insure that the Convention Center is ready to open on schedule.

Other comments regarding marketing efforts included:

Target conventions for new center are mid to large size conventions, not the top 10% size of the market.

The new center will have more breakdown space as required by convention planners.

Hotel sales for 1985 were very good - although down from peak of 1981-1982. However even with more rooms being available, 1986 should be as good as 1985.

Concerns were discussed about uncoordinated traffic and construction problems effecting the city.

III. Budget/Financing

Mr. Joyce stated that legislation has been filed to expand scope of the Authority and to provide state support for any operating deficits. Passage of the bill by the House Ways & Means Committee look very favorable.

Discussion was held in regard to the needed documentation required to highlight state and local revenues developed by conventions in order to gain needed ongoing budget support from the legislature.

IV. New Arena Proposals

General discussion was held relating to a new arena. The Chamber position favoring a new arena at the North Station area was restated. It was noted that the Gorin proposal is the only proposal calling for a new arena. However, the Mayor has made constructive comments about both the Gorin and Delaware North proposals. It is not known when or if the Mayor will be ready to make a decision about either proposal.

page 3 cont.

The Chamber was requested by both Francis Joyce & Paul Tsongas to contact Senators Kennedy & Kerry to see if public bonding for the arena can be grandfathered in light of the proposed new tax legislation under debate by Congress.

Finally it was noted that the B.R.A. was examining arena proposals, and it might be helpful for the Chamber to re-examine feasibility of past proposals.

Adjournment/Next Meeting Date

There being no further business to discuss the meeting was adjourned at 10:00AM, with the next meeting of the committee to be scheduled for late September, 1986.

Respectfully submitted,



Brian R. Gilmore
Director, Legislative Affairs

BRG:ek

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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 1228

rec'd 6/18/86

June 16, 1986

Mr. Edward Donovan, President
International Law Enforcement Stress Association
P.O. Box 156
Mattapan, MA 02126

COPY

Dear Mr. Donovan,

I am in receipt of your recent letter regarding your video tape, "Stress -- Where It Comes From and How to Deal With It". I.B.E.W. Local 1228 represents employees in the radio and television station and production industries.

As there was no information in your letter as to where this video tape was produced, the membership of I.B.E.W. Local 1228 has asked that I inquire as to whether or not this production was made using union-represented individuals under a union labor agreement. Obviously, our members are concerned about stress, especially those employed under the constant pressure of on-air television and radio broadcasting. However, they are just as concerned that when video tapes, audio tapes, films, and/or slides are produced, that they be produced under union contracts employing union-represented individuals. Obviously, the Local Union cannot be in any way associated with a non-union production, and we would urge other unions, as well as the A.F.L.-C.I.O., to avoid "sponsorship" or "endorsement" of video tape productions produced non-union.

This Local Union will not present your correspondence to our membership until and unless I receive a response to this inquiry.

Very truly yours,

Kenneth F. Flanagan
Kenneth F. Flanagan
Business Manager

cc: John Flynn, I.V.P.
Arthur Osborn, MA/AFL-CIO
L.U. 1228 Executive Board



INTERNATIONAL LAW ENFORCEMENT STRESS ASSOCIATION

P. O. BOX 156

MATTAPAN, MASSACHUSETTS 02126

1-617-298-0435

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Boston (MA) Police Stress Program,

TREASURER
WILLIAM O'BRIEN, (Ret.), Counselor,
New York City (NY) Police Counseling Services

VICE PRESIDENT
RICHARD CARETTI, Commander, Deputy Director
of Police Personnel, Detroit (MI) Police

CHAPLAIN
REV. JOHN A. PRICE, Chaplain,
Albuquerque (NM) Police Department

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JOHN FURCON, Director, Law Enforcement Human Resources
Division, University of Chicago, Chicago, IL

HUGH McINNIS, Unit Supervisor,
Philadelphia (PA) Police Counseling Unit

JOSEPH WAMBAUGH, Author
and Media Consultant, Los Angeles, CA

JOSEPH COSGROVE, Coordinator, Personnel
Assistance Program, Kansas City (MI) Police Department

CHARLES SPEILBERGER, Ph.D., Director for Center
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South Florida, Tampa, FL

PAUL ROSCH, M.D., President, American
Institute of Stress, Yonkers, NY

JEFFREY A. SCHWARTZ, Ph.D., President of Extra-Law
Enforcement Training and Research Associates Inc,
Nauvoo View, CA

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Mounted Police, College, Ottawa, Canada

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Honolulu (HI) Police Department

MICHAEL ROBERTS, Ph.D., Director, Psychological Services,
San Jose (CA) Police Department

BRUCE SWANTON, Consultant on Police Stress,
Australian Institute of Criminology, Woden, Australia

MICHAELYN BURKETT, Professional Counselor,
Falmouth, MA

Dear Friend:

I am writing to ask for your support.

Why am I so bold?

I am President and founder of the International Law Enforcement Stress Association (ILES). I am the Director of the Boston Police Stress Program. I am on the Board of Directors of the American Institute of Stress in New York.

I have been interviewed on the Phil Donahue Show, the Today Show, Hour Magazine, the BBC in London, ABC News, Newsweek, Discover, US News and World Report, the Los Angeles Times, the Washington Post, the London Globe, USA Today and many international journals have printed articles about me and our programs.

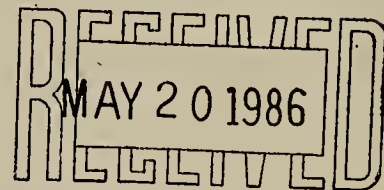
Why? Because when I found myself at the bottom of the barrel, I asked for help. I learned that the root of my suicidal depression was stress. As a police officer, stress is a daily factor in my job. In learning how to live with my stress, I established the ILES so that I could assist others to reduce the stress in their lives.

We have found that in sharing our experiences, we aid others. During the past eight years, membership in ILES has grown throughout the world, including officers from both the private and public sectors.

We are writing to you because after twenty-nine years working in one of the most stress-oriented professions, we can share our experiences with you, your family, and the community where we live.

We hope to assist thousands of individuals to cope with the stress that they regularly face. Therefore, we have produced a video presentation for cable television, entitled, "Stress -- Where It Comes From and How to Deal With It." It will air on the community cable station in your hometown.

- more -





In order to produce and air this program, we need your financial support. Although we don't like asking for assistance, we are doing so because we know, from our track record, that we can help others.

Your support will be credited on the video. Your business name, address and telephone number will be listed at the end of the tape that will be aired on the community cable television in your area.

Believe me, we can't help others without your support. Please complete the enclosed coupon. Thank you in advance.

Sincerely yours,

Edward Donovan,
President



Rec 6/18/86
C copy To Simon
510618
The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133

W. PAUL WHITE
13TH SUFFOLK DISTRICT

Committees on
House Ways and Means
Steering and Policy
ROOM 238, STATE HOUSE
TEL. 722-2380

June 16, 1986

Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

Enclosed please find a copy of the letter which I have sent to John Bacon, President of Boston Gas Company, regarding that company's decision to award the painting contract for the two Morrissey Boulevard storage tanks to an out-of-state contractor.

Please do not hesitate to contact me if you have any questions or comments.

Sincerely,

W. PAUL WHITE
State Representative

mg



The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133

W. PAUL WHITE
13TH SUFFOLK DISTRICT

Committees on
House Ways and Means
Steering and Policy
ROOM 238, STATE HOUSE
TEL. 722-2380

June 13, 1986

Mr. John Bacon, President
Boston Gas Company
One Beacon Street
Boston, MA 02108

Dear Mr. Bacon:

I want to express my extreme disappointment in the decision of Boston Gas Company to award the blasting and painting contract for the two Morrissey Boulevard gas storage tanks to an out-of-state contractor, Interstate Contracting and Coating Company of Pennsylvania.

As a locally elected official from Dorchester and a State Legislator, I am very concerned with the fact that Boston Gas has made a decision which hurts the many local workers and contractors available for this job. Use of this out-of-state contractor not only devastates the area's wage and benefits standards, it also evades the commitment to resident and minority hiring and apprenticeship programs which is already practiced by our local union contractors.

I strongly disapprove of the Boston Gas Company's action on this matter and I urge you to reconsider your stance. I hope that Boston Gas, through your leadership, will seek to keep the strong relationship it has enjoyed with both the Building Trades Unions and the local officials by rescinding its choice of contractor and, instead, working with Painters D.C. #35 to use a fair contractor who is willing to employ local qualified craftsmen at a decent wage and benefit level.

If I may be of any assistance on this matter, please do not hesitate to contact me; otherwise, I will anxiously await your reply.

Sincerely,

W. PAUL WHITE
State Representative

mg



The Commonwealth of Massachusetts

University of Massachusetts-Boston

Harbor Campus

Boston, Massachusetts 02125-3393

June 13, 1986

Mr. Arthur Osborne
8 Beacon Street
Boston, Ma 02108

Dear Mr. Osborne,

Four faculty members at the University of Massachusetts, Boston have received a small grant to do a study of policy options in early childhood services and develop a paper with recommendations. The thrust of the paper would be to delineate the policy options available and present recommendations for agencies, institutions of higher education and service providers. The Commonwealth has been discussing policies in this area and the purpose of this study is to contribute to this dialogue. Our study design calls for interviewing principals in early childhood services, and study of other state policies and national policy.

My purpose in writing you is to ask you to serve as a member of an Advisory Committee who would meet with the principal investigators of the study in two breakfast meetings to examine and advise on the design of the study on July 15 and review an advanced draft of the report on October 15. You are being asked as one of twenty (20) individuals who have either a personal concern or are a representative of an organization with a strong interest in early childhood services in the Commonwealth.

In the next week one of the faculty members from University of Massachusetts, Boston will be calling you to discuss the Advisory Committee membership with you. If you should decide that you can not serve, it would be helpful when we call if you could refer us to someone whom you think would be appropriate.

Sincerely,

A handwritten signature in cursive script that reads "Maurice J. Eash".

Maurice J. Eash
Director
Institute for Learning
and Teaching

